Monday, March 25, 2013 2:04 PM

WD 05-2061 (Rev.-12) was first posted on www.wdol.gov on 06/19/2012

THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION By direction of the Secretary of Labor | WAGE AND HOUR DIVISION WASHINGTON D.C. 20210

| Wage Determination No.: 2005-2061 Diane C. Koplewski Division of Revision No.: 12
Director Wage Determinations Date Of Revision: 06/13/2012

State: California

Area: California Counties of Santa Clara, Santa Cruz

Fringe Benefits Required Follow the Occupational Listing	
OCCUPATION CODE - TITLE FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations	IMIL
01011 - Accounting Clerk I	17.92
01012 - Accounting Clerk II	20.12
01013 - Accounting Clerk III	22.50
01020 - Administrative Assistant	30.87
01040 - Court Reporter	26.02
01051 - Data Entry Operator I	15.38
01052 - Data Entry Operator II	16.78
01060 - Dispatcher, Motor Vehicle	29.13
01070 - Document Preparation Clerk	15.93
01090 - Duplicating Machine Operator	15.93
01111 - General Clerk I	15.87
01112 - General Clerk II	17.31
01113 - General Clerk III	19.37
01120 - Housing Referral Assistant	28.83
01141 - Messenger Courier	14.32
01191 - Order Clerk I	16.98
01192 - Order Clerk II	18.53
01261 - Personnel Assistant (Employment) I	19.80
01262 - Personnel Assistant (Employment) II	22.18
01263 - Personnel Assistant (Employment) III	24.69
01270 - Production Control Clerk	28.05
01280 - Receptionist	17.21
01290 - Rental Clerk	17.70
01300 - Scheduler, Maintenance	23.12
01311 - Secretary I	23.12
01312 - Secretary II	25.86
01313 - Secretary III	28.83
01320 - Service Order Dispatcher	23.54
01410 - Supply Technician	30.87
01420 - Survey Worker	22.72
01531 - Travel Clerk I	15.41
01532 - Travel Clerk II	17.34
01533 - Travel Clerk III	19.53
01611 - Word Processor I	20.77
01612 - Word Processor II	23.32
01613 - Word Processor III	26.09
05000 - Automotive Service Occupations	00.00
05005 - Automobile Body Repairer, Fiberglass	22.32
05010 - Automotive Electrician	22.49

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05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Motoile Equipment Metal Morker 05160 - Motor Equipment Metal Morker 05190 - Motor Equipment Metal Worker 05190 - Motor Vehicle Mechanic 05220 - Motor Vehicle Mechanic Helper 05250 - Motor Vehicle Wecker 05310 - Painter, Automotive 05340 - Radiator Repair Specialist 05370 - Tire Repairer 05340 - Tansamission Repair Specialist 05370 - Tire Repairer 05400 - Transmission Repair Specialist 07000 - Food Freparation And Service Occupations 07010 - Baker 07041 - Cook I 07074 - Cook II 07070 - Dishwasher 07130 - Food Service Worker 072110 - Meat Cutter 07250 - Waiter/Waitress 08000 - Furniture Maintenance And Repair Occupations 08010 - Electrostatic Syray Painter 09040 - Furniture Handler 09040 - Furniture Refinisher 09090 - Furniture Refinisher 09090 - Furniture Refinisher 10090 - Furniture Refinisher 10090 - General Services And Support Occupations 11030 - Cleaner, Vehicles 11030 - Geadener 11021 - Laborer, Grounds Maintenance 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer, Grounds Maintenance 11210 - Laborer, Grounds Maintenance 11210 - Laborer, Grounds Maintenance 11210 - Health Occupations 11200 - Pental Assistant 12010 - Pental Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Coccupational Therapist Assistant 12015 - Dental Assistant 12016 - Medical Assistant 12017 - Licensed Practical Nurse II 12018 - Medical Technician 12019 - Medical Record Clerk 12190 - Medical Record Clerk 12191 - Mursing Assistant II 12222 - Nursing Assistant II 12223 - Nursing Assistant II			
05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Worker 05180 - Motor Vehicle Mechanic 05220 - Motor Vehicle Mechanic Helper 05250 - Motor Vehicle Mechanic Helper 05250 - Motor Vehicle Wecker 05310 - Painter, Automotive 05340 - Radiator Repair Specialist 05370 - Tire Repairer 05400 - Transmission Repair Specialist 07000 - Food Preparation And Service Occupations 07010 - Baker 07041 - Cook I 07042 - Cook II 07070 - Dishwasher 07130 - Food Service Worker 07100 - Service Worker 071010 - Food Service Worker 071010 - Service Worker 071010 - Service Worker 071010 - Service Service And Support Occupations 071010 - Forniture Repairer, Minor 071010 - Forniture Repairer, Minor 071010 - General Services And Support Occupations 11030 - Cleaner, Vehicles 11030 - Cleaner, Vehicles 11030 - Gardener 11030 - Gardener 11030 - Gardener 11031 - Tanitor 11031 - Tanitor 11031 - Tanitor 11031 - Trait Maintenance 11040 - Muldor Houseman 11040 - Muldor Houseman 11040 - Muldor Houseman 11040 - Window Cleaner 11040 - Melath Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Fysical Therapist Assistant 12016 - Dental Assistant 12017 - Licensed Practical Nurse II 12019 - Medical Laboratory Technologist 12010 - Medical Laboratory Technologist 12021 - Nursend Assistant II 12022 - Nursend Assistant II	05040	- Automotive Glass Installer	
SS130 - Motor Equipment Metal Morker OS190 - Motor Vehicle Mechanic OS220 - Motor Vehicle Mechanic OS220 - Motor Vehicle Mechanic OS220 - Motor Vehicle Wercker OS230 - Motor Vehicle Wrecker OS230 - Motor Vehicle Wrecker OS3310 - Painter, Automotive OS340 - Radiator Repair Specialist OS370 - Tire Repairer OS400 - Transmission Repair Specialist O7000 - Food Preparation And Service Occupations O7010 - Baker O7041 - Cook I O7070 - Dishwasher O7130 - Food Service Worker O7210 - Meat Cutter O7260 - Waiter/Waitress O8000 - Furniture Handler O8000 - Furniture Refinisher O8010 - General Services And Support Occupations O9110 - General Services And Support Occupations O9110 - General Services And Support Occupations O11000 - General Services And Support Occupations O			
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05190 - Motor Vehicle Mechanic Helper 05250 - Motor Vehicle Mechanic Helper 05250 - Motor Vehicle Worker 05300 - Painter, Automotive 05300 - Radiator Repair Specialist 05370 - Tire Repairer 05400 - Transmission Repair Specialist 07000 - Food Preparation And Service Occupations 07010 - Baker 07010 - Baker 07010 - Dishwasher 07130 - Food Service Worker 07130 - Mater Waitress 07010 - Mater Waitress 07000 - Food Service Worker 07120 - Meat Cutter 07260 - Waiter Waitress 09000 - Furniture Maintenance And Repair Occupations 09010 - Electrostatic Spray Painter 09040 - Furniture Handler 090900 - Furniture Refinisher 09090 - Furniture Refinisher 09090 - Furniture Repairer, Minor 09110 - Furniture Repairer, Minor 09110 - General Services And Support Occupations 11000 - Gardener 11000 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer, Grounds Maintenance 11240 - Maid or Houseman 11250 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12011 - Eneath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12012 - Certified Occupational Therapist Assistant 12012 - Certified Occupational Therapist Assistant 12013 - EKC Techniclan 12015 - Ecttified Thysical Technologist 12010 - Emergency Medical Technician 12015 - Ecttified Thysical Trechnologist 12017 - Licensed Practical Nurse II 12017 - Licensed Practical Nurse II 12017 - Licensed Practicial Nurse II 12019 - Medical Laboratory Technician 12015 - Medical Laboratory Technologist 12101 - Medical Laboratory Technologist 12210 - Medical Record Clerk 12190 - Medical Record Clerk 12190 - Medical Record Technologist 12221 - Nursing Assistant I			
05250 - Motor Vehicle Mechanic Helper 05250 - Motor Vehicle Wholstery Worker 05310 - Painter, Automotive 05340 - Radiator Repair Specialist 05370 - Tire Repairer 05400 - Transmission Repair Specialist 050700 - Food Preparation And Service Occupations 07010 - Baker 07041 - Cook I 07042 - Cook I 07042 - Cook I 07070 - Dishwasher 07131 - Food Service Worker 07130 - Food Service Worker 07130 - Food Service Worker 07210 - Meat Cutter 07260 - Waiter/Waitress 09000 - Furniture Maintenance And Repair Occupations 09010 - Electrostatic Spray Painter 09080 - Furniture Refinisher 09080 - Furniture Refinisher 09080 - Furniture Refinisher Helper 09110 - Furniture Repairer, Minor 09130 - Upholsterer 1000 - General Services And Support Occupations 11031 - Upholsterer 11000 - General Services And Support Occupations 11030 - Cleaner, Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11260 - Pruner 11270 - Tractor Operator 11330 - Trait Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Ereath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12015 - Certified Occupations 12010 - Electroneurodiagnostic Technologist 12020 - Dental Assistant 12025 - Dental Assistant 12025 - Dental Assistant 12035 - Electroneurodiagnostic Technologist 12040 - Emergency Medical Technician 12071 - Licensed Practical Nurse II 12072 - Licensed Practical Nurse II 12073 - Licensed Practical Nurse II 12074 - Licensed Practical Nurse II 12075 - Medical Laboratory Technician 12101 - Medical Record Clerk 12190 - Medical Record Clerk 12190 - Medical Record Clerk 12191 - Muclear Medicine Technologist 12221 - Nursing Assistant II			
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OSS280 - Motor Vehicle Wrecker OS3140 - Paninter, Automotive OS340 - Radiator Repair Specialist OS370 - Tire Repairer OS400 - Transmission Repair Specialist O7000 - Food Preparation And Service Occupations O7010 - Baker O7041 - Cook I O7070 - Dishwasher O7130 - Food Service Worker O7130 - Food Service Worker O7210 - Meat Cutter O7260 - Waiter/Waitress O9000 - Furniture Maintenance And Repair Occupations O9000 - Furniture Handler O9000 - Furniture Refinisher O000 - General Services And Support Occupations O9000 - Furniture Repairer, Minor O9130 - Upholsterer O9000 - Furniture Repairer, Minor O9130 - O1000 - General Services And Support Occupations O1000 - General Services And Support Occupations O1000 - General Services And Support Occupations O1000 - General Services O7000 - O7000 - O7000 O70000 - O7000 O70000 - O70000 O70000 - O70000 O700000 - O70000 O700000 - O70000 O7000000 O7000000000 O70000000000		-	
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12223 - Nursing Assistant III			
	12223	- Nursing Assistant III	

12224 - Nursing Assistant IV		
12235 - Optical Dispenser		
12236 - Optical Technician		
12250 - Pharmacy Technician		
12280 - Phlebotomist		
12305 - Radiologic Technologist		
12311 - Registered Nurse I		
12312 - Registered Nurse II		
12313 - Registered Nurse II, Specialist		
12314 - Registered Nurse III		
12315 - Registered Nurse III, Anesthetist		
12316 - Registered Nurse IV		
12317 - Scheduler (Drug and Alcohol Testing)		
13000 - Information And Arts Occupations 13011 - Exhibits Specialist I		
13011 - Exhibits Specialist I		
13013 - Exhibits Specialist III		
13041 - Illustrator I		
13042 - Illustrator II		
13043 - Illustrator III		
13047 - Librarian		
13050 - Library Aide/Clerk		
13054 - Library Information Technology Systems		
Administrator		
13058 - Library Technician		
13061 - Media Specialist I 13062 - Media Specialist II		
13062 - Media Specialist III		
13071 - Photographer I		
13072 - Photographer II		
13073 - Photographer III		
13074 - Photographer IV		
13075 - Photographer V		
13110 - Video Teleconference Technician		
14000 - Information Technology Occupations		
14041 - Computer Operator I		
14042 - Computer Operator II		
14043 - Computer Operator III 14044 - Computer Operator IV		
14044 - Computer Operator V		
14071 - Computer Programmer I	(see 1)	
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		
14160 - Personal Computer Support Technician		
15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (Nor	-Batad\	
15020 - Aircrew Training Devices Instructor (Not		
15030 - Air Crew Training Devices Instructor (Rate		
15050 - Computer Based Training Specialist / Ins		
15060 - Educational Technologist		
15070 - Flight Instructor (Pilot)		
15080 - Graphic Artist		
15090 - Technical Instructor		
15095 - Technical Instructor/Course Developer		
15110 - Test Proctor		
15120 - Tutor	1 0	
16000 - Laundry, Dry-Cleaning, Pressing And Relate	ea Occupations	

		Page 4
16010	- Assembler	11
16030) - Counter Attendant	11
16040) - Dry Cleaner	14
16070) - Finisher, Flatwork, Machine	11
) - Presser, Hand	11
) - Presser, Machine, Drycleaning	11
) - Presser, Machine, Shirts	11
) - Presser, Machine, Wearing Apparel, Laundry	10
	- Sewing Machine Operator	15
	- Tailor	17
	- Washer, Machine	12
	- Machine Tool Operation And Repair Occupations	21
) - Machine-Tool Operator (Tool Room)) - Tool And Die Maker	25
	- Materials Handling And Packing Occupations	23
	- Forklift Operator	16
) - Material Coordinator	26
) - Material Expediter	26
	- Material Handling Laborer	15
	Order Filler	15
21080	- Production Line Worker (Food Processing)	16
21110	- Shipping Packer	15
21130	- Shipping/Receiving Clerk	15
21140) - Store Worker I	14
21150) - Stock Clerk	20
) - Tools And Parts Attendant	16
	- Warehouse Specialist	16
	- Mechanics And Maintenance And Repair Occupations	
	- Aerospace Structural Welder	28
	. – Aircraft Mechanic I 2 – Aircraft Mechanic II	27 28
	3 - Aircraft Mechanic II	29
) - Aircraft Mechanic III	20
	- Aircraft, Painter	26
	- Aircraft Servicer	23
	- Aircraft Worker	24
23110	- Appliance Mechanic	23
23120) - Bicycle Repairer	15
23125	o - Cable Splicer	26
23130	- Carpenter, Maintenance	24
) - Carpet Layer	24
) - Electrician, Maintenance	35
	- Electronics Technician Maintenance I	24
	2 - Electronics Technician Maintenance II	26
	3 - Electronics Technician Maintenance III	29
) - Fabric Worker) - Fire Alarm System Mechanic	21
) - Fire Extinguisher Repairer	25 21
	- Fire Extinguisher Repairer - Fuel Distribution System Mechanic	25
	2 - Fuel Distribution System Mechanic	20
) - General Maintenance Worker	22
) - Ground Support Equipment Mechanic	27
	- Ground Support Equipment Servicer	23
	2 - Ground Support Equipment Worker	24
	Gunsmith I	21
23392	2 - Gunsmith II	23
	B - Gunsmith III	26
) - Heating, Ventilation And Air-Conditioning	28
Mecha		
	- Heating, Ventilation And Air Contditioning	29
Mecha	anic (Research Facility)	
) - Heavy Equipment Mechanic	27

23400 - Heavy Equipment Operator 23460 - Instrument Mechanic 23470 - Laborar Cyshelter Mechanic 23470 - Laborar Cyshelter Mechanic 23510 - Machinisty Maintenance Mechanic 23530 - Machinisty Maintenance 23580 - Machinisty Maintenance 23580 - Maintenance Trades Helper 23591 - Metrology Technician I 23592 - Metrology Technician II 23592 - Metrology Technician III 23640 - Millwright 23710 - Office Appliance Repairer 23760 - Painter, Maintenance 23790 - Pipefitter, Maintenance 23810 - Plumber, Maintenance 23810 - Plumber, Maintenance 23810 - Pheudraulic Systems Mechanic 23850 - Sheet-Metal Worker, Maintenance 23810 - Sheet-Metal Worker, Maintenance 23910 - Small Engine Mechanic 23931 - Telecommunications Mechanic II 23932 - Telecommunications Mechanic II 23950 - Welder, Combination, Maintenance 23960 - Welder, Combination, Maintenance 23960 - Welder, Combination, Maintenance 23970 - Woodworker 24000 - Personal Needs Occupations 24570 - Child Care Attendant 24580 - Child Care Attendant 24580 - Child Care Center Clerk 24610 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25000 - Plant And System Operator 25000 - Plant And System Operator 25000 - Potestive Service Occupations 2510 - Water Treatment Plant Operator 25000 - Protective Service Occupations 27000 - Protective Service Occupations 27001 - Detection Officer 27010 - Orthis Security Officer 27010 - Orthis Securit		Page 5
23465 - Laboratory/Shelter Mechanic 23470 - Laborer 23510 - Locksmith 23530 - Machinery Maintenance 23850 - Machinery Maintenance 23850 - Maintenance Trades Helper 23591 - Metrology Technician II 23593 - Metrology Technician II 23593 - Metrology Technician III 23640 - Millwright 23710 - Office Appliance Repairer 23760 - Painter, Maintenance 2390 - Pipefitter, Maintenance 23810 - Plumber, Maintenance 23820 - Pledrainic Systems Mechanic 23850 - Rigger 23870 - Scale Mechanic 23931 - Scale Mechanic 23931 - Telecommunications Mechanic II 23931 - Telecommunications Mechanic II 23932 - Telepone Lineman 23950 - Welder, Combination, Maintenance 23911 - Telepone Lineman 23900 - Welder, Combination, Maintenance 23911 - Telepone Lineman 23950 - Welder, Combination, Maintenance 23950 - Welder, Combination, Maintenance 23951 - Telepone Lineman 23950 - Welder, Combination, Maintenance 23950 - Welder,	Heavy Equipment Operator	29
23470 - Laborer 23510 - Machinery Maintenance Mechanic 23530 - Machinery Maintenance 23580 - Machinery Maintenance 23580 - Machinery Maintenance 23381 - Methology Technician II 23592 - Methology Technician II 23593 - Methology Technician III 23640 - Millwright 23710 - Office Appliance Repairer 23760 - Painter, Maintenance 23790 - Pipefitter, Maintenance 23810 - Plumber, Maintenance 23820 - Pheudraulic Systems Mechanic 23850 - Rigger 23870 - Scale Mechanic 23930 - Sheet-Metal Worker, Maintenance 23910 - Small Engine Mechanic 23931 - Telecommunications Mechanic II 23932 - Telecommunications Mechanic II 23932 - Telecommunications Mechanic II 23935 - Telephone Lineman 23960 - Welder, Combination, Maintenance 23965 - Well Driller 23970 - Woodcraft Worker 23980 - Woodcwaft Worker 24000 - Personal Needs Occupations 24570 - Child Care Attendant 24580 - Child Care Center Clerk 24610 - Chore Aide 24620 - Family Readiness And Support Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Stagage Inspector 27000 - Protective Service Occupations 27004 - Priefighter 27101 - Guard II 27131 - Police Officer II 27132 - Police Officer II 28000 - Recreation Occupations 28041 - Carnival Equipment Operator 28042 - Carnival Equipment Operator 28043 - Carnival Equipment Morker 2810 - Gate Attendant/Gate Tender 28310 - Lifeguard 28330 - Park Attendant (Aide)		26
23470 - Laborer 23510 - Locksmith 23530 - Machinery Maintenance Mechanic 23550 - Machinery Maintenance 23580 - Maintenance Trades Helper 23581 - Metrology Technician II 23592 - Metrology Technician II 23593 - Metrology Technician III 23640 - Milwright 23710 - Office Appliance Repairer 23760 - Painter, Maintenance 23790 - Pipefitter, Maintenance 23810 - Plumber, Maintenance 23820 - Pheudraulic Systems Mechanic 23850 - Rigger 23870 - Scale Mechanic 23890 - Sheet-Metal Worker, Maintenance 23910 - Small Engine Mechanic 23931 - Telecommunications Mechanic II 23932 - Telecommunications Mechanic II 23935 - Telephone Lineman 23960 - Welder, Combination, Maintenance 23965 - Well Driller 23970 - Woodcraft Worker 23980 - Woodworker 24000 - Personal Needs Occupations 24570 - Child Care Attendant 24580 - Child Care Center Clerk 24610 - Chore Aide 24620 - Pamily Readiness And Support Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25000 - Sewage Plant Operator 25000 - Stationary Engineer 25100 - Water Treatment Plant Operator 25000 - Protective Service Occupations 27000 - Protective Se	Laboratory/Shelter Mechanic	25
23530 - Machinery Maintenance Mechanic 23550 - Machinist, Maintenance 23580 - Machinist, Maintenance 23581 - Metrology Technician II 23592 - Metrology Technician III 23640 - Millwright 23710 - Office Appliance Repairer 23760 - Painter, Maintenance 23790 - Pipefitter, Maintenance 23790 - Pipefitter, Maintenance 23810 - Plumber, Maintenance 23820 - Pneudraulic Systems Mechanic 23830 - Scale Mechanic 23830 - Small Engine Mechanic 23830 - Small Engine Mechanic 23931 - Telecommunications Mechanic I 23932 - Telecommunications Mechanic II 23932 - Telecommunications Mechanic II 23950 - Telephone Lineman 23960 - Welder, Combination, Maintenance 23965 - Well Driller 23970 - Woodcoraft Worker 24000 - Personal Needs Occupations 24570 - Child Care Attendant 24580 - Child Care Attendant 24580 - Child Care Center Clerk 24610 - Chore Aide 24620 - Family Readiness And Support Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Fortective Service Occupations 27000 - Protective Service Occupations 27000 - Protective Service Occupations 27000 - Potective Service Occupations 27000 - Protective Service Occupations 27000 - Protective Service Occupations 27001 - Ocurt Security Officer 27000 - Potective Guipment Tender 25010 - Detention Officer 27070 - Firefighter 27101 - Guard II 27131 - Police Officer I 27132 - Police Officer I 27133 - Police Officer I 27132 - P	-	14
23550 - Machinist, Maintenance 23580 - Maintenance Trades Helper 23591 - Metrology Technician I 23592 - Metrology Technician II 23593 - Metrology Technician II 23640 - Millwright 23710 - Office Appliance Repairer 23760 - Painter, Maintenance 23890 - Plapfitter, Maintenance 23810 - Plumber, Maintenance 23820 - Pneudraulic Systems Mechanic 23850 - Rigger 23870 - Scale Mechanic 23891 - Sheet-Metal Worker, Maintenance 23910 - Small Engine Mechanic 23931 - Telecommunications Mechanic II 23932 - Telecommunications Mechanic II 23932 - Telephone Lineman 23960 - Welder, Combination, Maintenance 23965 - Well Driller 23970 - Woodworker 24000 - Personal Needs Occupations 24570 - Child Care Attendant 24580 - Child Care Attendant 24580 - Child Care Center Clerk 24610 - Chore Aide 24620 - Family Readiness And Support Services Coordinator 24630 - Boiler Tender 25010 - Boiler Tender 25010 - Boiler Tender 25010 - Boiler Tender 25010 - Swage Plant Operator 25070 - Stationary Engineer 25000 - Plant And System Operations 27000 - Protective Service Occupations 27000 - Priefighter 27101 - Guard II 27131 - Police Officer I 27131 - Police Officer I 27132 - Police Officer I 27132 - Police Officer I 27132 - Police Officer I 27133 - Police Officer I 27131 - Police Officer I 27132 - Police Officer I 27132 - Police Officer I 27133 - Police Officer I 27134 - Police Officer I 27131 - Police Officer I 27132 - Police Officer I 27133 - Police Officer I 27134 - Police Officer I 27135 - Police Officer I 27136 - Gard Attendant/Gate Tender 28041 - Carnival Equipment Operator 28042 - Carnival Equipment Morker 28041 - Fark Attendant (Aide)	Locksmith	25
23580 - Metrology Technician II 23591 - Metrology Technician II 23593 - Metrology Technician III 23640 - Millwright 23710 - Office Appliance Repairer 23760 - Painter, Maintenance 23790 - Pipefitter, Maintenance 23810 - Plumber, Maintenance 23820 - Pheudraulic Systems Mechanic 23830 - Rigger 23870 - Scale Mechanic 23890 - Sheet-Metal Worker, Maintenance 23910 - Small Engine Mechanic 23911 - Telecommunications Mechanic II 23932 - Telecommunications Mechanic II 23932 - Telecommunications Mechanic II 23935 - Telephone Lineman 23960 - Welder, Combination, Maintenance 23965 - Well Driller 23970 - Woodcraft Worker 24000 - Personal Needs Occupations 24570 - Child Care Attendant 24580 - Child Care Attendant 24580 - Child Care Center Clerk 24610 - Chore Aide 24620 - Family Readiness And Support Services Coordinator 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27001 - Alarm Monitor 27002 - Baggage Inspector 27003 - Detection Officer 27070 - Firefighter 27101 - Guard II 27131 - Police Officer I 27132 - Police Officer I 27131 - Police Officer I 27132 - Police Officer I 27132 - Police Officer I 27131 - Police Officer I 27132 - Police Officer I 27132 - Police Officer I 27132 - Police Officer I 27131 - Police Officer I 27132 - Police Officer I 27132 - Police Officer I 27133 - Police Officer I 27134 - Police Officer I 27135 - Police Officer I 27136 - Park Attendant (Aide)	Machinery Maintenance Mechanic	27
23591 - Metrology Technician II 23592 - Metrology Technician III 23693 - Metrology Technician III 23693 - Metrology Technician III 23604 - Millwright 23710 - Office Appliance Repairer 23760 - Pipefitter, Maintenance 23810 - Pipefitter, Maintenance 23820 - Preudraulic Systems Mechanic 23820 - Preudraulic Systems Mechanic 23890 - Rigger 23870 - Scale Mechanic 23890 - Sheet-Metal Worker, Maintenance 23910 - Small Engine Mechanic 23931 - Telecommunications Mechanic II 23932 - Telecommunications Mechanic II 23950 - Telephone Lineman 23960 - Wedder, Combination, Maintenance 23965 - Well Driller 23970 - Woodcraft Worker 23980 - Woodcraft Worker 23980 - Woodcraft Worker 24980 - Personal Needs Occupations 24570 - Child Care Attendant 24580 - Child Care Center Clerk 24610 - Chore Aide 24620 - Family Readiness And Support Services Coordinator 24630 - Homemaker 25000 - Plant And System Operators 25000 - Plant And System Operator 25000 - Stationary Engineer 25100 - Sewage Plant Operator 25100 - Sewage Plant Operator 25070 - Stationary Engineer 25100 - Water Treatment Plant Operator 27007 - Baggage Inspector 27008 - Corrections Officer 27007 - Baggage Inspector 27009 - Court Security Officer 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Firefighter 27101 - Guard II 27131 - Police Officer I 27132 - Police Officer I 27132 - Police Officer II 28000 - Recreation Occupations 28041 - Carnival Equipment Operator 28042 - Carnival Equipment Repairer 28043 - Carnival Equipment Repairer 28044 - Carnival Equipment Repairer 28045 - Carnival Equipment Repairer 28047 - Carnival Equipment Repairer 28048 - Carnival Equipment Repairer 28049 - Fark Attendant (Aide)	Machinist, Maintenance	27
23592 - Metrology Technician III 23640 - Millwright 23710 - Office Appliance Repairer 23760 - Painter, Maintenance 23790 - Pipefitter, Maintenance 23810 - Plumber, Maintenance 23820 - Pneudraulic Systems Mechanic 23850 - Rigger 23870 - Scale Mechanic 23890 - Small Engine Mechanic 23910 - Small Engine Mechanic 23911 - Telecommunications Mechanic II 23932 - Telecommunications Mechanic II 23932 - Telecommunications Mechanic II 23950 - Telephone Lineman 23960 - Welder, Combination, Maintenance 23955 - Well Driller 23970 - Woodcraft Worker 23980 - Woodworker 24000 - Personal Needs Occupations 24570 - Child Care Attendant 24580 - Child Care Center Clerk 24610 - Chore Aide 24620 - Family Readiness And Support Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27000 - Detection Dofficer 27010 - Ocurt Security Officer 27030 - Detection Dofficer 27040 - Farighter 27040 - Detention Officer 27040 - Firefighter 27040 - Guard II 27131 - Police Officer II 27132 - Police Officer II 27131 - Police Officer II 27131 - Police Officer II 27132 - Police Officer II 27131 - Folice Officer II 27131 - Carnival Equipment Operator 28042 - Carnival Equipment Pepairer 28350 - Park Attendant (Aide)	Maintenance Trades Helper	18
23593 - Metrology Technician III 23640 - Millwright 23710 - Office Appliance Repairer 23760 - Painter, Maintenance 23810 - Pipefitter, Maintenance 23810 - Plumber, Maintenance 23820 - Pneudraulic Systems Mechanic 23850 - Rigger 23870 - Scale Mechanic 23890 - Sheet-Metal Worker, Maintenance 23910 - Small Engine Mechanic 23931 - Telecommunications Mechanic I 23932 - Telecommunications Mechanic II 23950 - Welder, Combination, Maintenance 2365 - Well Driller 23970 - Woodcraft Worker 23990 - Woodcraft Worker 23990 - Woodcraft Worker 24000 - Personal Needs Occupations 24570 - Child Care Attendant 24580 - Child Care Center Clerk 24610 - Chore Aide 24620 - Family Readiness And Support Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25000 - Plant And System Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25190 - Water Treatment Plant Operator 27007 - Baggage Inspector 27008 - Corrections Officer 27007 - Baggage Inspector 27000 - Protective Service Occupations 27010 - Detention Officer 27010 - Firefighter 27010 - Guard II 27131 - Police Officer II 27132 - Police Officer II 27102 - Guard II 27132 - Police Officer II 28000 - Recreation Occupations 28041 - Carnival Equipment Repairer 28042 - Carnival Equipment Pepairer 28043 - Park Attendant (Aide)	Metrology Technician I	26
23640 - Millwright 23710 - Office Appliance Repairer 23760 - Painter, Maintenance 23810 - Plumber, Maintenance 23820 - Plumber, Maintenance 23820 - Pheudraulic Systems Mechanic 23850 - Rigger 23870 - Scale Mechanic 23890 - Shet-Metal Worker, Maintenance 23910 - Small Engine Mechanic 23911 - Telecommunications Mechanic I 23932 - Telecommunications Mechanic II 23950 - Telephone Lineman 23960 - Welder, Combination, Maintenance 23965 - Well Driller 23970 - Woodworker 24000 - Personal Needs Occupations 24570 - Child Care Attendant 24580 - Child Care Center Clerk 24610 - Chore Aide 24620 - Family Readiness And Support Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27007 - Baggage Inspector 27008 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer 27010 - Court Security Officer 27010 - Court Security Officer 27010 - Detection Dog Handler 27010 - Detection Officer 27010 - Guard II 27102 - Guard II 27102 - Guard II 27102 - Guard II 27112 - Police Officer II 28000 - Recreation Occupations 28041 - Carnival Equipment Operator 28042 - Carnival Equipment Operator 28043 - Carnival Equipment Operator 28043 - Carnival Equipment Poperator 28043 - Carnival Equipment Operator 28043 - Park Attendant (Aide)	Metrology Technician II	28
23710 - Office Appliance Repairer 23760 - Painter, Maintenance 23790 - Pipefitter, Maintenance 23810 - Plumber, Maintenance 23820 - Pneudraulic Systems Mechanic 23850 - Rigger 23870 - Scale Mechanic 23890 - Sheet-Metal Worker, Maintenance 23910 - Small Engine Mechanic 23931 - Telecommunications Mechanic I 23932 - Telecommunications Mechanic II 23950 - Telephone Lineman 23960 - Welder, Combination, Maintenance 23965 - Well Driller 23990 - Woodcraft Worker 23990 - Woodcraft Worker 23990 - Woodcraft Worker 23990 - Woodworker 24000 - Personal Needs Occupations 24570 - Child Care Attendant 24580 - Child Care Center Clerk 24610 - Chore Aide 24620 - Family Readiness And Support Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Portections Officer 27010 - Court Security Officer 27010 - Court Security Officer 27010 - Detection Dog Handler 27040 - Detention Officer 27070 - Firefighter 27010 - Guard II 27110 - Guard II 27112 - Guard II 27112 - Guard II 27112 - Folice Officer II 27132 - Police Officer II 27132 - Police Officer II 27132 - Police Officer II 28000 - Recreation Occupations 28041 - Carnival Equipment Operator 28042 - Carnival Equipment Operator 28043 - Carnival Equipment Worker 28210 - Gate Attendant/Gate Tender 28310 - Fark Attendant (Aide)		30
23760 - Painter, Maintenance 23810 - Pipefitter, Maintenance 23810 - Plumber, Maintenance 23820 - Pneudraulic Systems Mechanic 23850 - Rigger 23870 - Scale Mechanic 23990 - Sheet-Metal Worker, Maintenance 23910 - Small Engine Mechanic 23931 - Telecommunications Mechanic I 23932 - Telecommunications Mechanic II 23932 - Telecommunications Mechanic II 23950 - Telephone Lineman 23960 - Welder, Combination, Maintenance 23965 - Well Driller 23970 - Woodworker 24000 - Personal Needs Occupations 24570 - Child Care Attendant 24580 - Child Care Attendant 24580 - Child Care Center Clerk 24610 - Chore Aide 24620 - Family Readiness And Support Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer 27010 - Court Security Officer 27010 - Court Security Officer 27010 - Detection Dog Handler 27040 - Detection Officer 27070 - Firefighter 27010 - Guard II 27102 - Guard II 27102 - Guard II 27102 - Guard II 27103 - Police Officer II 27131 - Police Officer II 28000 - Recreation Occupations 28041 - Carnival Equipment Operator 28042 - Carnival Equipment Repairer 28043 - Carnival Equipment Worker 28210 - Batk Attendant/Gate Tender 28350 - Park Attendant (Aide)	Millwright	26
23700 - Pipefitter, Maintenance 23810 - Plumber, Maintenance 23820 - Pheudraulic Systems Mechanic 23850 - Rigger 23870 - Scale Mechanic 23890 - Sheet-Metal Worker, Maintenance 23910 - Small Engine Mechanic I 23931 - Telecommunications Mechanic I 23932 - Telecommunications Mechanic II 23950 - Telephone Lineman 23960 - Welder, Combination, Maintenance 23965 - Well Driller 23990 - Woodcraft Worker 23990 - Woodcraft Worker 23990 - Personal Needs Occupations 24570 - Child Care Attendant 24580 - Child Care Center Clerk 24610 - Family Readiness And Support Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27000 - Protective Service Occupations 27000 - Potective Service Occupations 27000 - Potective Service Occupations 27000 - Potective Degrator 27000 - Potective Degrator 27000 - Potective Degrator 27000 - Potective Degrator 27000 - Potection Officer 27010 - Court Security Officer 27010 - Court Security Officer 27010 - Petention Dog Handler 27040 - Detention Dog Handler 27040 - Detention Dofficer 27010 - Guard II 27112 - Guard II 27131 - Police Officer II 27132 - Police Officer II 28000 - Recreation Occupations 28041 - Carnival Equipment Repairer 28043 - Carnival Equipment Repairer 28043 - Carnival Equipment Worker 28210 - Gate Attendant/Gate Tender 28310 - Lifeguard 28350 - Park Attendant (Aide)	••	22
23810 - Plumber, Maintenance 23820 - Pneudraulic Systems Mechanic 23850 - Rigger 23870 - Scale Mechanic 23890 - Sheet-Metal Worker, Maintenance 23910 - Small Engine Mechanic 23931 - Telecommunications Mechanic II 23932 - Telecommunications Mechanic II 23950 - Telephone Lineman 23960 - Welder, Combination, Maintenance 23965 - Well Driller 23970 - Woodcraft Worker 23980 - Woodworker 24000 - Personal Needs Occupations 24570 - Child Care Attendant 24580 - Child Care Center Clerk 24610 - Chore Aide 24620 - Family Readiness And Support Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25190 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27001 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer 27010 - Court Security Officer 27010 - Detection Dog Handler 27040 - Detention Officer 27010 - Firefighter 27101 - Guard II 27112 - Guard II 27112 - Police Officer II 28000 - Recreation Occupations 28041 - Carnival Equipment Repairer 28043 - Carnival Equipment Repairer 28043 - Carnival Equipment Morker 28210 - Gate Attendant/Gate Tender 28310 - Lifeguard 28350 - Park Attendant (Aide)		22
23820 - Pneudraulic Systems Mechanic 23850 - Rigger 23870 - Scale Mechanic 23980 - Sheet-Metal Worker, Maintenance 23910 - Small Engine Mechanic 23931 - Telecommunications Mechanic I 23932 - Telecommunications Mechanic II 23950 - Telephone Lineman 23960 - Welder, Combination, Maintenance 23965 - Well Driller 23970 - Woodcraft Worker 23980 - Woodcraft Worker 23990 - Woodworker 24000 - Personal Needs Occupations 24570 - Child Care Attendant 24580 - Child Care Center Clerk 24610 - Chore Aide 24620 - Family Readiness And Support Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Soiler Tender 25000 - Stationary Engineer 25010 - Stationary Engineer 25100 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer 27010 - Court Security Officer 27010 - Detection Dog Handler 27040 - Detention Officer 27010 - Guard II 27112 - Guard II 27131 - Police Officer II 27132 - Police Officer II 28000 - Recreation Occupations 28041 - Carnival Equipment Repairer 28043 - Carnival Equipment Repairer 28043 - Carnival Equipment Worker 28210 - Gate Attendant/Gate Tender 28330 - Park Attendant (Aide)		32
23850 - Rigger 23870 - Scale Mechanic 23890 - Sheet-Metal Worker, Maintenance 23910 - Small Engine Mechanic 23931 - Telecommunications Mechanic I 23932 - Telecommunications Mechanic II 23932 - Telephone Lineman 23960 - Welder, Combination, Maintenance 23965 - Well Driller 23970 - Woodcraft Worker 23980 - Woodworker 24000 - Personal Needs Occupations 24570 - Child Care Attendant 24580 - Child Care Attendant 24580 - Child Care Center Clerk 24610 - Chore Aide 24620 - Family Readiness And Support Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer 27010 - Court Security Officer 27010 - Detection Dog Handler 27040 - Detection Dofficer 27010 - Guard I 27101 - Guard I 27102 - Guard II 27132 - Police Officer I 278000 - Recreation Occupations 28041 - Carnival Equipment Operator 28042 - Carnival Equipment Repairer 28043 - Carrival Equipment Repairer 28043 - Carrival Equipment Worker 28210 - Gate Attendant/Gate Tender 28330 - Park Attendant (Aide)		30
23870 - Scale Mechanic 23890 - Sheet-Metal Worker, Maintenance 23910 - Small Engine Mechanic 23931 - Telecommunications Mechanic I 23932 - Telecommunications Mechanic II 23950 - Telephone Lineman 23960 - Welder, Combination, Maintenance 23965 - Well Driller 23970 - Woodcraft Worker 23980 - Woodworker 24000 - Personal Needs Occupations 24570 - Child Care Attendant 24580 - Child Care Center Clerk 24610 - Chore Aide 24620 - Family Readiness And Support Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Poetective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer 27010 - Court Security Officer 27030 - Detection Dog Handler 27040 - Detention Officer 27030 - Detection Dog Handler 27040 - Detention Officer 27031 - Guard I 27102 - Guard II 27132 - Police Officer I 27102 - Guard II 27132 - Police Officer I 27000 - Recreation Occupations 28041 - Carnival Equipment Operator 28042 - Carnival Equipment Repairer 28043 - Carnival Equipment Worker 28210 - Gate Attendant/Gate Tender 28310 - Park Attendant (Aide)		26
23890 - Sheet-Metal Worker, Maintenance 23910 - Small Engine Mechanic 23931 - Telecommunications Mechanic I 23932 - Telecommunications Mechanic II 23950 - Telephone Lineman 23965 - Welder, Combination, Maintenance 23965 - Well Driller 23970 - Woodcraft Worker 23980 - Woodworker 24000 - Personal Needs Occupations 24570 - Child Care Attendant 24580 - Child Care Center Clerk 24610 - Chore Aide 24620 - Family Readiness And Support Services Coordinator 24633 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer 27010 - Court Security Officer 27010 - Detection Dog Handler 27040 - Petection Officer 27070 - Firefighter 27010 - Guard I 27112 - Guard II 27131 - Police Officer II 28000 - Recreation Occupations 28041 - Carnival Equipment Operator 28042 - Carnival Equipment Operator 28042 - Carnival Equipment Operator 28043 - Carnival Equipment Morker 28210 - Gare Attendant/Gate Tender 28310 - Lifeguard 28350 - Park Attendant (Aide)		26
23910 - Small Engine Mechanic 23931 - Telecommunications Mechanic I 23932 - Telephone Lineman 23960 - Welder, Combination, Maintenance 23965 - Well Driller 23970 - Woodcraft Worker 23980 - Woodworker 24000 - Personal Needs Occupations 24570 - Child Care Attendant 24580 - Child Care Center Clerk 24610 - Chore Aide 24620 - Family Readiness And Support Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27007 - Baggage Inspector 27007 - Baggage Inspector 27008 - Corrections Officer 27010 - Court Security Officer 27030 - Detection Dog Handler 27040 - Pierfighter 27040 - Pierfighter 27040 - Guard II 27131 - Police Officer I 27102 - Guard II 27132 - Police Officer II 28000 - Recreation Occupations 28041 - Carnival Equipment Operator 28042 - Carnival Equipment Operator 28043 - Carnival Equipment Repairer 28043 - Carnival Equipment Morker 28210 - Gare Attendant/Gate Tender 28310 - Park Attendant (Aide)		23
23931 - Telecommunications Mechanic I 23932 - Telecommunications Mechanic II 23950 - Telephone Lineman 23960 - Welder, Combination, Maintenance 23965 - Well Driller 23970 - Woodcraft Worker 23970 - Woodworker 24000 - Personal Needs Occupations 24570 - Child Care Attendant 24580 - Child Care Center Clerk 24610 - Chore Aide 24620 - Family Readiness And Support Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer 27010 - Court Security Officer 27010 - Court Security Officer 27070 - Firefighter 27101 - Guard I 27131 - Police Officer I 27132 - Police Officer II 28000 - Recreation Occupations 28041 - Carnival Equipment Operator 28042 - Carnival Equipment Operator 28043 - Carnival Equipment Operator 28040 - Gare Attendant/Gate Tender 28310 - Lifeguard 28350 - Park Attendant (Aide)	·	26
23932 - Telephone Lineman 23960 - Welder, Combination, Maintenance 23965 - Well Driller 23970 - Woodcraft Worker 23980 - Woodworker 24000 - Personal Needs Occupations 24570 - Child Care Attendant 24580 - Child Care Center Clerk 24610 - Chore Aide 24620 - Family Readiness And Support Services Coordinator 24530 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer 27010 - Court Security Officer 27010 - Detention Officer 27010 - Guard I 27102 - Guard I 27131 - Police Officer I 27132 - Police Officer II 28000 - Recreation Occupations 28041 - Carnival Equipment Operator 28042 - Carnival Equipment Operator 28042 - Carnival Equipment Operator 28042 - Carnival Equipment Operator 28043 - Carnival Equipment Repairer 28310 - Lifeguard 28350 - Park Attendant (Aide)	-	19
23950 - Telephone Lineman 23960 - Welder, Combination, Maintenance 23965 - Well Driller 23970 - Woodcraft Worker 23980 - Woodworker 24000 - Personal Needs Occupations 24570 - Child Care Attendant 24580 - Child Care Center Clerk 24610 - Chore Aide 24620 - Family Readiness And Support Services Coordinator 24530 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer 27010 - Court Security Officer 27010 - Ocurt Security Officer 27070 - Firefighter 27010 - Guard I 27101 - Guard I 27131 - Police Officer I 27132 - Police Officer I 27132 - Police Officer II 28000 - Recreation Occupations 28041 - Carnival Equipment Operator 28042 - Carnival Equipment Repairer 28043 - Carnival Equipment Repairer 28310 - Lifeguard 28350 - Park Attendant (Aide)		27
23960 - Welder, Combination, Maintenance 23965 - Well Driller 23970 - Woodcraft Worker 23980 - Woodworker 24000 - Personal Needs Occupations 24570 - Child Care Attendant 24580 - Child Care Center Clerk 24610 - Chore Aide 24620 - Family Readiness And Support Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer 27010 - Court Security Officer 27010 - Court Security Officer 27070 - Firefighter 27101 - Guard I 27102 - Guard II 27112 - Police Officer II 28000 - Recreation Occupations 28041 - Carnival Equipment Operator 28042 - Carnival Equipment Pepairer 28043 - Carnival Equipment Worker 28210 - Gate Attendant/Gate Tender 28310 - Lifeguard 28350 - Park Attendant (Aide)		28
23965 - Well Driller 23970 - Woodcraft Worker 23980 - Woodworker 24000 - Personal Needs Occupations 24570 - Child Care Attendant 24580 - Child Care Center Clerk 24610 - Chore Aide 24620 - Family Readiness And Support Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer 27010 - Court Security Officer 27030 - Detection Dog Handler 27040 - Detention Officer 27070 - Firefighter 27101 - Guard I 27102 - Guard II 27132 - Folice Officer II 28000 - Recreation Occupations 28041 - Carnival Equipment Operator 28042 - Carnival Equipment Repairer 28043 - Carnival Equipment Repairer 28040 - Gate Attendant/Gate Tender 28310 - Lifeguard 28350 - Park Attendant (Aide)	•	27
23970 - Woodcraft Worker 23980 - Woodworker 24000 - Personal Needs Occupations 24570 - Child Care Attendant 24580 - Child Care Center Clerk 24610 - Chore Aide 24620 - Family Readiness And Support Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25190 - Ventilation Equipment Tender 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer 27010 - Court Security Officer 27030 - Detection Dog Handler 27040 - Detention Officer 27070 - Firefighter 27101 - Guard I 27102 - Guard II 27112 - Police Officer II 28000 - Recreation Occupations 28041 - Carnival Equipment Operator 28042 - Carnival Equipment Worker 28210 - Gate Attendant/Gate Tender 28310 - Lifeguard 28350 - Park Attendant (Aide)	·	23 29
23980 - Woodworker 24000 - Personal Needs Occupations 24570 - Child Care Attendant 24580 - Child Care Center Clerk 24610 - Chore Aide 24620 - Family Readiness And Support Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer 27010 - Court Security Officer 27030 - Detection Dog Handler 27040 - Detention Officer 27070 - Firefighter 27101 - Guard I 27102 - Guard II 27131 - Police Officer II 28000 - Recreation Occupations 28041 - Carnival Equipment Operator 28042 - Carnival Equipment Repairer 28043 - Carnival Equipment Worker 28210 - Gate Attendant/Gate Tender 28310 - Lifeguard 28350 - Park Attendant (Aide)		26
24570 - Child Care Attendant 24580 - Child Care Center Clerk 24610 - Chore Aide 24620 - Family Readiness And Support Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27010 - Court Security Officer 27010 - Court Security Officer 27010 - Detection Dog Handler 27040 - Detention Officer 27010 - Guard I 27101 - Guard I 27102 - Guard II 27132 - Police Officer II 28000 - Recreation Occupations 28041 - Carnival Equipment Operator 28042 - Carnival Equipment Repairer 2810 - Gate Attendant/Gate Tender 28310 - Lifeguard 28350 - Park Attendant (Aide)		21
24570 - Child Care Attendant 24580 - Child Care Center Clerk 24610 - Chore Aide 24620 - Family Readiness And Support Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer 27010 - Court Security Officer 27010 - Court Security Officer 27040 - Detention Officer 27070 - Firefighter 27040 - Detention Officer 27070 - Firefighter 27101 - Guard I 27102 - Guard II 27131 - Police Officer II 28000 - Recreation Occupations 28041 - Carnival Equipment Operator 28042 - Carnival Equipment Repairer 28043 - Carnival Equipment Worker 28210 - Gate Attendant/Gate Tender 28350 - Park Attendant (Aide)		21
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24620 - Family Readiness And Support Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer 27010 - Court Security Officer 27030 - Detection Dog Handler 27040 - Detention Officer 27070 - Firefighter 27101 - Guard I 27102 - Guard II 27131 - Police Officer I 27132 - Police Officer I 27030 - Recreation Occupations 28041 - Carnival Equipment Operator 28042 - Carnival Equipment Worker 28210 - Gate Attendant/Gate Tender 28310 - Lifeguard 28350 - Park Attendant (Aide)		11
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24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer 27010 - Court Security Officer 27030 - Detection Dog Handler 27040 - Detention Officer 27070 - Firefighter 27010 - Guard II 27102 - Guard II 27131 - Police Officer II 28000 - Recreation Occupations 28041 - Carnival Equipment Operator 28042 - Carnival Equipment Worker 28210 - Gate Attendant/Gate Tender 28310 - Lifeguard 28350 - Park Attendant (Aide)	-	
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25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer 27010 - Court Security Officer 27010 - Court Security Officer 27040 - Detection Dog Handler 27040 - Detention Officer 27070 - Firefighter 27101 - Guard I 27102 - Guard II 27131 - Police Officer II 27132 - Police Officer II 28000 - Recreation Occupations 28041 - Carnival Equipment Operator 28042 - Carnival Equipment Repairer 28043 - Carnival Equipment Worker 28210 - Gate Attendant/Gate Tender 28350 - Park Attendant (Aide)	lant And System Operations Occupations	
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25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer 27010 - Court Security Officer 27030 - Detection Dog Handler 27040 - Detention Officer 27070 - Firefighter 27101 - Guard I 27102 - Guard II 27131 - Police Officer I 27132 - Police Officer II 28000 - Recreation Occupations 28041 - Carnival Equipment Operator 28042 - Carnival Equipment Repairer 28210 - Gate Attendant/Gate Tender 28310 - Lifeguard 28350 - Park Attendant (Aide)	Sewage Plant Operator	27
25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer 27010 - Court Security Officer 27030 - Detection Dog Handler 27040 - Detention Officer 27070 - Firefighter 27101 - Guard I 27102 - Guard II 27131 - Police Officer II 28000 - Recreation Occupations 28041 - Carnival Equipment Operator 28042 - Carnival Equipment Repairer 28043 - Carnival Equipment Worker 28210 - Gate Attendant/Gate Tender 28310 - Lifeguard 28350 - Park Attendant (Aide)	Stationary Engineer	38
27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer 27010 - Court Security Officer 27030 - Detection Dog Handler 27040 - Detention Officer 27070 - Firefighter 27101 - Guard I 27102 - Guard II 27131 - Police Officer I 27132 - Police Officer II 28000 - Recreation Occupations 28041 - Carnival Equipment Operator 28042 - Carnival Equipment Repairer 28043 - Carnival Equipment Worker 28210 - Gate Attendant/Gate Tender 28310 - Lifeguard 28350 - Park Attendant (Aide)	Ventilation Equipment Tender	27
27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer 27010 - Court Security Officer 27030 - Detection Dog Handler 27040 - Detention Officer 27070 - Firefighter 27101 - Guard I 27102 - Guard II 27131 - Police Officer I 27132 - Police Officer II 28000 - Recreation Occupations 28041 - Carnival Equipment Operator 28042 - Carnival Equipment Repairer 28043 - Carnival Equipment Worker 28210 - Gate Attendant/Gate Tender 28310 - Lifeguard 28350 - Park Attendant (Aide)	Water Treatment Plant Operator	27
27007 - Baggage Inspector 27008 - Corrections Officer 27010 - Court Security Officer 27030 - Detection Dog Handler 27040 - Detention Officer 27070 - Firefighter 27101 - Guard I 27102 - Guard II 27132 - Police Officer I 27132 - Police Officer II 28000 - Recreation Occupations 28041 - Carnival Equipment Operator 28042 - Carnival Equipment Repairer 28043 - Carnival Equipment Worker 28210 - Gate Attendant/Gate Tender 28310 - Lifeguard 28350 - Park Attendant (Aide)	rotective Service Occupations	
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27010 - Court Security Officer 27030 - Detection Dog Handler 27040 - Detention Officer 27070 - Firefighter 27101 - Guard I 27102 - Guard II 27131 - Police Officer I 27132 - Police Officer II 28000 - Recreation Occupations 28041 - Carnival Equipment Operator 28042 - Carnival Equipment Repairer 28043 - Carnival Equipment Worker 28210 - Gate Attendant/Gate Tender 28310 - Lifeguard 28350 - Park Attendant (Aide)	Baggage Inspector	14
27030 - Detection Dog Handler 27040 - Detention Officer 27070 - Firefighter 27101 - Guard I 27102 - Guard II 27131 - Police Officer I 27132 - Police Officer II 28000 - Recreation Occupations 28041 - Carnival Equipment Operator 28042 - Carnival Equipment Repairer 28043 - Carnival Equipment Worker 28210 - Gate Attendant/Gate Tender 28310 - Lifeguard 28350 - Park Attendant (Aide)		38
27040 - Detention Officer 27070 - Firefighter 27101 - Guard I 27102 - Guard II 27131 - Police Officer I 27132 - Police Officer II 28000 - Recreation Occupations 28041 - Carnival Equipment Operator 28042 - Carnival Equipment Repairer 28043 - Carnival Equipment Worker 28210 - Gate Attendant/Gate Tender 28310 - Lifeguard 28350 - Park Attendant (Aide)	-	39
27070 - Firefighter 27101 - Guard I 27102 - Guard II 27131 - Police Officer I 27132 - Police Officer II 28000 - Recreation Occupations 28041 - Carnival Equipment Operator 28042 - Carnival Equipment Repairer 28043 - Carnival Equipment Worker 28210 - Gate Attendant/Gate Tender 28310 - Lifeguard 28350 - Park Attendant (Aide)		17
27101 - Guard I 27102 - Guard II 27131 - Police Officer I 27132 - Police Officer II 28000 - Recreation Occupations 28041 - Carnival Equipment Operator 28042 - Carnival Equipment Repairer 28043 - Carnival Equipment Worker 28210 - Gate Attendant/Gate Tender 28310 - Lifeguard 28350 - Park Attendant (Aide)		38
27102 - Guard II 27131 - Police Officer I 27132 - Police Officer II 28000 - Recreation Occupations 28041 - Carnival Equipment Operator 28042 - Carnival Equipment Repairer 28043 - Carnival Equipment Worker 28210 - Gate Attendant/Gate Tender 28310 - Lifeguard 28350 - Park Attendant (Aide)		36
27131 - Police Officer I 27132 - Police Officer II 28000 - Recreation Occupations 28041 - Carnival Equipment Operator 28042 - Carnival Equipment Repairer 28043 - Carnival Equipment Worker 28210 - Gate Attendant/Gate Tender 28310 - Lifeguard 28350 - Park Attendant (Aide)		14
27132 - Police Officer II 28000 - Recreation Occupations 28041 - Carnival Equipment Operator 28042 - Carnival Equipment Repairer 28043 - Carnival Equipment Worker 28210 - Gate Attendant/Gate Tender 28310 - Lifeguard 28350 - Park Attendant (Aide)		17
28000 - Recreation Occupations 28041 - Carnival Equipment Operator 28042 - Carnival Equipment Repairer 28043 - Carnival Equipment Worker 28210 - Gate Attendant/Gate Tender 28310 - Lifeguard 28350 - Park Attendant (Aide)		42
28041 - Carnival Equipment Operator 28042 - Carnival Equipment Repairer 28043 - Carnival Equpment Worker 28210 - Gate Attendant/Gate Tender 28310 - Lifeguard 28350 - Park Attendant (Aide)		47
28042 - Carnival Equipment Repairer 28043 - Carnival Equpment Worker 28210 - Gate Attendant/Gate Tender 28310 - Lifeguard 28350 - Park Attendant (Aide)	· · · · · · · · · · · · · · · · · · ·	
28043 - Carnival Equpment Worker 28210 - Gate Attendant/Gate Tender 28310 - Lifeguard 28350 - Park Attendant (Aide)		13
28210 - Gate Attendant/Gate Tender 28310 - Lifeguard 28350 - Park Attendant (Aide)		13
28310 - Lifeguard 28350 - Park Attendant (Aide)		10
28350 - Park Attendant (Aide)		18
	-	11
20010 - Recreation Aide/nealth Facility Attendant		18
		15
28515 - Recreation Specialist	Recreation Specialist	19

		Page 6
28630 - Sports Official		1
28690 - Swimming Pool Operator		1
29000 - Stevedoring/Longshoremen Occupational Servi	ces	
29010 - Blocker And Bracer		2
29020 - Hatch Tender		2
29030 - Line Handler 29041 - Stevedore I		2
29041 - Stevedore II		2
30000 - Technical Occupations		2
30010 - Air Traffic Control Specialist, Center (H	FO) (see 2)	4
30011 - Air Traffic Control Specialist, Station (2
30012 - Air Traffic Control Specialist, Terminal		3
30021 - Archeological Technician I		2
30022 - Archeological Technician II		2
30023 - Archeological Technician III		3
30030 - Cartographic Technician 30040 - Civil Engineering Technician		3
30061 - Drafter/CAD Operator I		2
30062 - Drafter/CAD Operator II		2
30063 - Drafter/CAD Operator III		3
30064 - Drafter/CAD Operator IV		3
30081 - Engineering Technician I		1
30082 - Engineering Technician II		2
30083 - Engineering Technician III		2
30084 - Engineering Technician IV		2
30085 - Engineering Technician V 30086 - Engineering Technician VI		3 4
30090 - Environmental Technician		2
30210 - Laboratory Technician		2
30240 - Mathematical Technician		3
30361 - Paralegal/Legal Assistant I		2
30362 - Paralegal/Legal Assistant II		2
30363 - Paralegal/Legal Assistant III		3
30364 - Paralegal/Legal Assistant IV		4
30390 - Photo-Optics Technician 30461 - Technical Writer I		3 2
30462 - Technical Writer II		3
30463 - Technical Writer III		3
30491 - Unexploded Ordnance (UXO) Technician I		2
30492 - Unexploded Ordnance (UXO) Technician II		3
30493 - Unexploded Ordnance (UXO) Technician III		3
30494 - Unexploded (UXO) Safety Escort		2
30495 - Unexploded (UXO) Sweep Personnel	4 0	2
30620 - Weather Observer, Combined Upper Air Or	(see 2)	3
Surface Programs 30621 - Weather Observer, Senior	(see 2)	3
31000 - Transportation/Mobile Equipment Operation Oc	. ,	_
31020 - Bus Aide		1
31030 - Bus Driver		1
31043 - Driver Courier		1
31260 - Parking and Lot Attendant		1
31290 - Shuttle Bus Driver		1
31310 - Taxi Driver		1
31361 - Truckdriver, Light 31362 - Truckdriver, Medium		1 2
31363 - Truckdriver, Heavy		2
31364 - Truckdriver, Tractor-Trailer		2
99000 - Miscellaneous Occupations		_
99030 - Cashier		1
99050 - Desk Clerk		1
99095 - Embalmer		2
99251 - Laboratory Animal Caretaker I		1

Page 7 of 10

99252 - Laboratory Animal Caretaker II	14.15
99310 - Mortician	29.38
99410 - Pest Controller	17.21
99510 - Photofinishing Worker	13.29
99710 - Recycling Laborer	20.42
99711 - Recycling Specialist	24.54
99730 - Refuse Collector	18.38
99810 - Sales Clerk	14.49
99820 - School Crossing Guard	15.75
99830 - Survey Party Chief	26.14
99831 - Surveying Aide	13.15
99832 - Surveying Technician	16.58
99840 - Vending Machine Attendant	14.98
99841 - Vending Machine Repairer	17.39
99842 - Vending Machine Repairer Helper	14.98

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.71 per hour or \$148.40 per week or \$643.07 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer

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professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

- (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;
- (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;
- (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or
- (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).
- 2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in

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those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

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Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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Monday, March 25, 2013 2:05 PM

WD 05-2051 (Rev.-12) was first posted on www.wdol.gov on 06/19/2012

By direction of the Secretary of Labor | WAGE AND HOUR DIVISION

THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION WASHINGTON D.C. 20210

| Wage Determination No.: 2005-2051 Diane C. Koplewski Division of Revision No.: 12
Director Wage Determinations Date Of Revision: 06/13/2012

State: California

Area: California Counties of Alameda, Contra Costa

Fringe Benefits Required Follow the Occupational Listing	
OCCUPATION CODE - TITLE FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	17.92
01012 - Accounting Clerk II	20.12
01013 - Accounting Clerk III	22.50
01020 - Administrative Assistant	30.87
01040 - Court Reporter	28.31
01051 - Data Entry Operator I	15.38
01052 - Data Entry Operator II	16.78
01060 - Dispatcher, Motor Vehicle	29.13
01070 - Document Preparation Clerk	15.37
01090 - Duplicating Machine Operator	15.37
01111 - General Clerk I	15.87
01112 - General Clerk II	17.31
01113 - General Clerk III	19.97
01120 - Housing Referral Assistant	28.83
01141 - Messenger Courier	14.03
01191 - Order Clerk I	16.98
01192 - Order Clerk II	18.53
01261 - Personnel Assistant (Employment) I	19.80
01262 - Personnel Assistant (Employment) II	22.18
01263 - Personnel Assistant (Employment) III	24.69
01270 - Production Control Clerk	28.05
01280 - Receptionist	17.21
01290 - Rental Clerk	18.47
01300 - Scheduler, Maintenance	23.12
01311 - Secretary I	23.12
01312 - Secretary II	25.86
01313 - Secretary III	28.83
01320 - Service Order Dispatcher	24.26
01410 - Supply Technician	30.87
01420 - Survey Worker	24.06
01531 - Travel Clerk I	15.41
01532 - Travel Clerk II	17.34
01533 - Travel Clerk III	19.53
01611 - Word Processor I	20.77
01612 - Word Processor II	23.32
01613 - Word Processor III	26.09
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	24.75
05010 - Automotive Electrician	24.95

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		Page
05040	- Automotive Glass Installer	2
	- Automotive Worker	2
	- Mobile Equipment Servicer	2
	- Motor Equipment Metal Mechanic	2
	- Motor Equipment Metal Worker - Motor Vehicle Mechanic	2
	- Motor Vehicle Mechanic Helper	2
	- Motor Vehicle Upholstery Worker	2
	- Motor Vehicle Wrecker	2
05310	- Painter, Automotive	2
05340	- Radiator Repair Specialist	2
	- Tire Repairer	1
	- Transmission Repair Specialist	2
	Food Preparation And Service Occupations	
	- Baker	1
	- Cook I - Cook II	1
	- Dishwasher	1
	- Food Service Worker	
	- Meat Cutter	
	- Waiter/Waitress	
09000 -	Furniture Maintenance And Repair Occupations	
09010	- Electrostatic Spray Painter	2
	- Furniture Handler	
	- Furniture Refinisher	
	- Furniture Refinisher Helper	
	- Furniture Repairer, Minor	
	- Upholsterer General Services And Support Occupations	•
	- Cleaner, Vehicles	
	- Elevator Operator	
	- Gardener	
11122	- Housekeeping Aide	
	- Janitor	:
	- Laborer, Grounds Maintenance	
	- Maid or Houseman	
	- Pruner	
	- Tractor Operator - Trail Maintenance Worker	
	- Window Cleaner	
	Health Occupations	
	- Ambulance Driver	
	- Breath Alcohol Technician	
12012	- Certified Occupational Therapist Assistant	:
	- Certified Physical Therapist Assistant	
	- Dental Assistant	
	- Dental Hygienist	
	- EKG Technician	-
	- Electroneurodiagnostic Technologist - Emergency Medical Technician	2
	- Licensed Practical Nurse I	4
	- Licensed Practical Nurse II	
	- Licensed Practical Nurse III	
12100	- Medical Assistant	
12130	- Medical Laboratory Technician	2
	- Medical Record Clerk	2
	- Medical Record Technician	2
	- Medical Transcriptionist	
	- Nuclear Medicine Technologist	
	- Nursing Assistant I	
	- Nursing Assistant II - Nursing Assistant III	
1666	naising nosiscant iii	

12224 - Nursing Assistant IV		
12235 - Optical Dispenser		
12236 - Optical Technician		
12250 - Pharmacy Technician		
12280 - Phlebotomist		
12305 - Radiologic Technologist		
12311 - Registered Nurse I		
12312 - Registered Nurse II		
12313 - Registered Nurse II, Specialist		
12314 - Registered Nurse III		
12315 - Registered Nurse III, Anesthetist		
12316 - Registered Nurse IV		
12317 - Scheduler (Drug and Alcohol Testing) 13000 - Information And Arts Occupations		
13010 - Information and Arts Occupations 13011 - Exhibits Specialist I		
13012 - Exhibits Specialist II		
13013 - Exhibits Specialist III		
13041 - Illustrator I		
13042 - Illustrator II		
13043 - Illustrator III		
13047 - Librarian		
13050 - Library Aide/Clerk		
13054 - Library Information Technology Systems		
Administrator 13058 - Library Technician		
13058 - Library Technician 13061 - Media Specialist I		
13062 - Media Specialist II		
13063 - Media Specialist III		
13071 - Photographer I		
13072 - Photographer II		
13073 - Photographer III		
13074 - Photographer IV		
13075 - Photographer V		
13110 - Video Teleconference Technician		
14000 - Information Technology Occupations 14041 - Computer Operator I		
14041 - Computer Operator II		
14043 - Computer Operator III		
14044 - Computer Operator IV		
14045 - Computer Operator V		
14071 - Computer Programmer I	(see 1)	
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III 14150 - Peripheral Equipment Operator	(see 1)	
14160 - Personal Computer Support Technician		
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non	-Rated)	
15020 - Aircrew Training Devices Instructor (Rat		
15030 - Air Crew Training Devices Instructor (Pi	.lot)	
15050 - Computer Based Training Specialist / Ins	tructor	
15060 - Educational Technologist		
15070 - Flight Instructor (Pilot)		
15080 - Graphic Artist		
15090 - Technical Instructor		
15095 - Technical Instructor/Course Developer		
15110 - Test Proctor 15120 - Tutor		
16000 - Laundry, Dry-Cleaning, Pressing And Relate	d Occupations	

		Page 4
16010	- Assembler	1
16030	- Counter Attendant	1
16040	- Dry Cleaner	1
	- Finisher, Flatwork, Machine	1
	- Presser, Hand	1
	- Presser, Machine, Drycleaning	1
	- Presser, Machine, Shirts	1
	- Presser, Machine, Wearing Apparel, Laundry	1
	- Sewing Machine Operator	1
	- Tailor	1
	- Washer, Machine	1
	Machine Tool Operation And Repair Occupations	0
) - Machine-Tool Operator (Tool Room)) - Tool And Die Maker	2 2
	Materials Handling And Packing Occupations	2
	- Materials handling And Facking occupations - Forklift Operator	1
	- Material Coordinator	2
	- Material Expediter	2
	- Material Handling Laborer	1
	- Order Filler	1
	- Production Line Worker (Food Processing)	1
	- Shipping Packer	1
	- Shipping/Receiving Clerk	1
	- Store Worker I	1
21150	- Stock Clerk	2
21210	- Tools And Parts Attendant	1
21410	- Warehouse Specialist	1
23000 -	Mechanics And Maintenance And Repair Occupations	
23010	- Aerospace Structural Welder	3
23021	- Aircraft Mechanic I	2
23022	2 - Aircraft Mechanic II	3
	8 - Aircraft Mechanic III	3
	- Aircraft Mechanic Helper	2
	- Aircraft, Painter	2
	- Aircraft Servicer	2
	- Aircraft Worker	2
	- Appliance Mechanic	2
	- Bicycle Repairer	1
	- Cable Splicer	3
	- Carpenter, Maintenance	2
) - Carpet Layer) - Electrician, Maintenance	2
	- Electrician, Maintenance - Electronics Technician Maintenance I	3
	- Electronics Technician Maintenance I	3
	3 - Electronics Technician Maintenance III	3
	- Electronics rechnician Maintenance III	2
	- Fabric Worker - Fire Alarm System Mechanic	2
	- Fire Extinguisher Repairer	2
	- Fuel Distribution System Mechanic	2
	2 - Fuel Distribution System Operator	2
	- General Maintenance Worker	2
	- Ground Support Equipment Mechanic	2
	- Ground Support Equipment Servicer	2
	- Ground Support Equipment Worker	2
	Gunsmith I	2
23392	- Gunsmith II	2
23393	3 - Gunsmith III	2
23410	- Heating, Ventilation And Air-Conditioning	2
Mecha		
	Heating, Ventilation And Air Contditioning	2
11	nic (Research Facility)	
) - Heavy Equipment Mechanic	3

	Page 5 of
23440 - Heavy Equipment Operator	33.19
23460 - Instrument Mechanic	32.04
23465 - Laboratory/Shelter Mechanic	27.92
23470 - Laborer	16.00
23510 - Locksmith	23.20
23530 - Machinery Maintenance Mechanic	28.28
23550 - Machinist, Maintenance	27.28
23580 - Maintenance Trades Helper	17.19
23591 - Metrology Technician I	32.04
23592 - Metrology Technician II	33.68
23593 - Metrology Technician III	35.11
23640 - Millwright	32.53 23.42
23710 - Office Appliance Repairer 23760 - Painter, Maintenance	23.42
23790 - Painter, Maintenance 23790 - Pipefitter, Maintenance	31.6
23810 - Plumber, Maintenance	30.3
23820 - Pheudraulic Systems Mechanic	29.48
23850 - Rigger	29.56
23870 - Scale Mechanic	26.4
23890 - Sheet-Metal Worker, Maintenance	31.0
23910 - Small Engine Mechanic	20.2
23931 - Telecommunications Mechanic I	28.1
23932 - Telecommunications Mechanic II	29.5
23950 - Telephone Lineman	26.4
23960 - Welder, Combination, Maintenance	24.2
23965 - Well Driller	29.4
23970 - Woodcraft Worker	29.4
23980 - Woodworker	22.2
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	13.5
24580 - Child Care Center Clerk	16.0
24610 - Chore Aide	11.4
24620 - Family Readiness And Support Services	19.02
Coordinator	
24630 - Homemaker	16.68
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	38.1
25040 - Sewage Plant Operator	32.79
25070 - Stationary Engineer	38.1
25190 - Ventilation Equipment Tender	27.9
25210 - Water Treatment Plant Operator	32.7
27000 - Protective Service Occupations	20.0
27004 - Alarm Monitor	29.8
27007 - Baggage Inspector 27008 - Corrections Officer	14.3
27000 - Corrections Officer 27010 - Court Security Officer	39.4
27030 - Detection Dog Handler	30.1
27040 - Detention Officer	38.3
27070 - Firefighter	36.2
27101 - Guard I	14.3
27102 - Guard II	30.1
27131 - Police Officer I	42.9
27132 - Police Officer II	47.2
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.9
28042 - Carnival Equipment Repairer	16.1
28043 - Carnival Equpment Worker	10.7
28210 - Gate Attendant/Gate Tender	18.0
28310 - Lifequard	13.8
28350 - Park Attendant (Aide)	20.1
28510 - Recreation Aide/Health Facility Attendant	15.3
28515 - Recreation Specialist	17.4
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		Page 6
28630 - Sports Official		15
28690 - Swimming Pool Operator		21
29000 - Stevedoring/Longshoremen Occupational Services	3	
29010 - Blocker And Bracer		29
29020 - Hatch Tender 29030 - Line Handler		29
29041 - Stevedore I		2
29042 - Stevedore II		3(
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	42
30011 - Air Traffic Control Specialist, Station (HFC		2
30012 - Air Traffic Control Specialist, Terminal (HF	O) (see 2)	3.
30021 - Archeological Technician I		2
30022 - Archeological Technician II		2
30023 - Archeological Technician III		3
30030 - Cartographic Technician 30040 - Civil Engineering Technician		3
30061 - Drafter/CAD Operator I		2
30062 - Drafter/CAD Operator II		2
30063 - Drafter/CAD Operator III		3
30064 - Drafter/CAD Operator IV		3
30081 - Engineering Technician I		1
30082 - Engineering Technician II		2
30083 - Engineering Technician III		2
30084 - Engineering Technician IV		2
30085 - Engineering Technician V		3
30086 - Engineering Technician VI 30090 - Environmental Technician		4 2
30210 - Laboratory Technician		2:
30240 - Mathematical Technician		3
30361 - Paralegal/Legal Assistant I		2
30362 - Paralegal/Legal Assistant II		2
30363 - Paralegal/Legal Assistant III		3
30364 - Paralegal/Legal Assistant IV		4
30390 - Photo-Optics Technician		3.
30461 - Technical Writer I		2
30462 - Technical Writer II 30463 - Technical Writer III		3
30491 - Unexploded Ordnance (UXO) Technician I		2
30492 - Unexploded Ordnance (UXO) Technician II		3
30493 - Unexploded Ordnance (UXO) Technician III		3
30494 - Unexploded (UXO) Safety Escort		2
30495 - Unexploded (UXO) Sweep Personnel		2
30620 - Weather Observer, Combined Upper Air Or	(see 2)	2
Surface Programs		
30621 - Weather Observer, Senior	(see 2)	3
31000 - Transportation/Mobile Equipment Operation Occu	ipations .	1
31020 - Bus Aide 31030 - Bus Driver		2
31043 - Driver Courier		1
31260 - Parking and Lot Attendant		1
31290 - Shuttle Bus Driver		1
31310 - Taxi Driver		1
31361 - Truckdriver, Light		1
31362 - Truckdriver, Medium		2
31363 - Truckdriver, Heavy		2:
31364 - Truckdriver, Tractor-Trailer		2
99000 - Miscellaneous Occupations		a
99030 - Cashier 99050 - Desk Clerk		1
99095 - Embalmer		2
99251 - Laboratory Animal Caretaker I		1
		-
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Page 7 of 10

99252 - Laboratory Animal Caretaker II	15.64
99310 - Mortician	29.47
99410 - Pest Controller	18.10
99510 - Photofinishing Worker	17.25
99710 - Recycling Laborer	24.32
99711 - Recycling Specialist	27.68
99730 - Refuse Collector	21.87
99810 - Sales Clerk	15.51
99820 - School Crossing Guard	12.89
99830 - Survey Party Chief	31.52
99831 - Surveying Aide	18.98
99832 - Surveying Technician	27.74
99840 - Vending Machine Attendant	16.67
99841 - Vending Machine Repairer	19.22
99842 - Vending Machine Repairer Helper	16.67

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.71 per hour or \$148.40 per week or \$643.07 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

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who satisfy the compensation requirements and whose primary duty consists of:

- (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;
- (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;
- (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or
- (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).
- 2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear"

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materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

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Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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Monday, March 25, 2013 2:05 PM

WD 05-2059 (Rev.-13) was first posted on www.wdol.gov on 06/19/2012

THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION By direction of the Secretary of Labor | WAGE AND HOUR DIVISION WASHINGTON D.C. 20210

| Wage Determination No.: 2005-2059 Diane C. Koplewski Division of | Revision No.: 13 Date Of Revision: 06/13/2012

Director Wage Determinations

State: California

Area: California Counties of Marin, San Francisco, San Mateo OCCUPATION NOTE:

Janitor: The rate for the Janitor occupation applies to Marin and San Mateo Counties Only. See Wage Determination 1974-1257 for wage rates and fringe benefits for San Francisco County.

Fringe Benefits Required Follow the Occupational Listing	
OCCUPATION CODE - TITLE FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations	17.00
01011 - Accounting Clerk I	17.92
01012 - Accounting Clerk II	20.12
01013 - Accounting Clerk III	22.50
01020 - Administrative Assistant	30.87
01040 - Court Reporter	27.93
01051 - Data Entry Operator I	15.38
01052 - Data Entry Operator II	16.78
01060 - Dispatcher, Motor Vehicle	29.13
01070 - Document Preparation Clerk	15.51
01090 - Duplicating Machine Operator	15.51
01111 - General Clerk I	15.87
01112 - General Clerk II	17.31
01113 - General Clerk III	19.60
01120 - Housing Referral Assistant	28.83
01141 - Messenger Courier	14.20
01191 - Order Clerk I	16.98
01192 - Order Clerk II	18.58
01261 - Personnel Assistant (Employment) I	19.80
01262 - Personnel Assistant (Employment) II	22.18
01263 - Personnel Assistant (Employment) III	24.69
01270 - Production Control Clerk	28.05
01280 - Receptionist	17.21
01290 - Rental Clerk	19.43
01300 - Scheduler, Maintenance	23.10
01311 - Secretary I	23.12
01312 - Secretary II	25.86
01313 - Secretary III	28.83
01320 - Service Order Dispatcher	28.67
01410 - Supply Technician	30.87
01420 - Survey Worker	22.72
01531 - Travel Clerk I	15.41
01532 - Travel Clerk II	17.34
01533 - Travel Clerk III	19.53

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01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Electrician 05010 - Automotive Class Installer 05070 - Automotive Glass Installer 05070 - Automotive Glass Installer 05170 - Automotive Worker 05110 - Mobile Equipment Servicer 05131 - Motor Equipment Metal Morker 05160 - Motor Equipment Metal Morker 05180 - Motor Vehicle Mechanic 05250 - Motor Vehicle Wetchanic 05250 - Motor Vehicle Upholstery Worker 05250 - Motor Vehicle Upholstery Worker 05250 - Motor Vehicle Upholstery Worker 05260 - Motor Vehicle Upholstery Worker 05260 - Motor Vehicle Upholstery Worker 05270 - Transmission Repair Specialist 05370 - Tire Repairer 05400 - Transmission Repair Specialist 07000 - Food Freparation And Service Occupations 07010 - Baker 07041 - Cook II 07042 - Cook II 07042 - Cook II 07040 - Took Freparation And Service Occupations 07010 - Meat Cutter 07260 - Waiter/Waitress 09000 - Furniture Maintenance And Repair Occupations 09000 - Furniture Maintenance And Repair Occupations 09000 - Furniture Refinisher 09000 - Furniture Refinisher 09000 - Furniture Refinisher 09000 - Furniture Refinisher Helper 09100 - Furniture Repairer, Minor 09101 - Furniture Repairer, Minor 09103 - Upholsterer 11000 - General Services And Support Occupations 11030 - Cleaner, Vehicles 11060 - Flevator Operator 11090 - Gardener 11120 - Laborer, Grounds Maintenance 11210 - Laborer, Grounds Maintenance 11210 - Trantor Operator 11230 - Trail Maintenance Worker 11240 - Window Cleaner 11250 - Pruner 11270 - Tractor Operator 11260 - Pruner 11270 - Tractor Operator 11261 - Certified Occupational Therapist Assistant 12012 - Dental Assistant 12022 - Dental Assistant 12023 - Dental Assistant 12024 - Lorensed Practical Nurse II 12027 - Licensed Practical Nurse II 12027 - Licensed Practical Nurse II 12031 - Medical Laboratory Technician			Page 2
01612 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Electrician 05010 - Automotive Electrician 05010 - Automotive Class Installer 05070 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Bquipment Servicer 05130 - Motor Equipment Metal Worker 05180 - Motor Equipment Metal Worker 05180 - Motor Vehicle Mechanic 05250 - Motor Vehicle Mechanic 05250 - Motor Vehicle Upholstery Worker 05280 - Motor Vehicle Upholstery Worker 05300 - Painter, Automotive 05340 - Radiator Repair Specialist 0570 - Tire Repairs 05700 - Tora Fransmission Repair Specialist 07000 - Food Preparation And Service Occupations 07010 - Baker 07130 - Food Service Worker 07100 - Baker 07100 - Electrostatic Spray Painter 09000 - Furniture Maintenance And Repair Occupations 09000 - Furniture Refinisher 09000 - Furniture Refinisher 09000 - Furniture Refinisher 09000 - Furniture Refinisher 09100 - General Services And Support Occupations 1000 - Gardener 1100 - Gardener 1100 - Gardener 11120 - Laborer, Grounds Maintenance 11210 - Laborer, Grounds Maintenance 11210 - Tractor Operator 11330 - Trail Maintenance Worker 11330 - Trail Maintenance Worker 1130 - Furniture Repairer, Minor 11210 - Laborer, Grounds Maintenance 11200 - Heath Occupations 12010 - Breach Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12022 - Dental Assistant 12023 - Dental Assistant 12025 - Dental Assistant 12026 - Dental Assistant 12027 - Licensed Practical Nurse II 12073 - Licensed Practicial Nurse II 12100 - Medical Assistant 12130 - Medical Assistant 12130 - Medical Assistant 12130 - Medical Assistant 12130 - Medical Assistant	01611	- Word Processor I	20
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07041 - Cook I 07042 - Cook II 07070 - Dishwasher 07130 - Food Service Worker 07210 - Meat Cutter 07260 - Waiter/Waitress 09000 - Furniture Maintenance And Repair Occupations 09010 - Electrostatic Spray Painter 09040 - Furniture Handler 09080 - Furniture Refinisher 09090 - Furniture Refinisher Helper 09110 - Furniture Refinisher Helper 09110 - Furniture Repairer, Minor 09130 - Upholsterer 11000 - General Services And Support Occupations 11030 - Cleaner, Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer, Grounds Maintenance 11240 - Maid or Houseman 11260 - Fruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12015 - Dental Assistant 12025 - Dental Hygienist 12030 - EKG Technician 12031 - EkG Technician 12071 - Licensed Practical Nurse II 12072 - Licensed Practical Nurse II 12073 - Licensed Practical Nurse II 12073 - Medical Laboratory Technician			18
07042 - Cook II 07070 - Dishwasher 07130 - Food Service Worker 07210 - Meat Cutter 07260 - Waiter/Waitress 09000 - Furniture Maintenance And Repair Occupations 09010 - Electrostatic Spray Painter 09040 - Furniture Handler 09080 - Furniture Refinisher 09090 - Furniture Refinisher 09090 - Furniture Refinisher Helper 09110 - Furniture Repairer, Minor 09130 - Upholsterer 11000 - General Services And Support Occupations 11030 - Cleaner, Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer, Grounds Maintenance 11240 - Maid or Houseman 11260 - Fruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11330 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12025 - Dental Assistant 12025 - Dental Assistant 12030 - EKG Technician 12031 - Electroneurodiagnostic Technologist 12040 - Emergency Medical Technician 12071 - Licensed Practical Nurse II 12072 - Licensed Practical Nurse II 12073 - Licensed Practical Nurse III 12070 - Medical Laboratory Technician			16
07130 - Food Service Worker 07210 - Meat Cutter 07260 - Waiter/Waitress 09000 - Furniture Maintenance And Repair Occupations 09010 - Electrostatic Spray Painter 09040 - Furniture Handler 09080 - Furniture Refinisher 09090 - Furniture Refinisher 09010 - Furniture Refinisher 09090 - Furniture Refinisher 09110 - Furniture Repairer, Minor 09130 - Upholsterer 11000 - General Services And Support Occupations 11030 - Cleaner, Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer, Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12025 - Dental Assistant 12025 - Dental Assistant 12035 - Electroneurodiagnostic Technologist 12040 - Emergency Medical Technician 12071 - Licensed Practical Nurse II 12072 - Licensed Practical Nurse II 12073 - Licensed Practical Nurse III 12070 - Medical Assistant 12130 - Medical Laboratory Technician			20
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12071 - Licensed Practical Nurse I 12072 - Licensed Practical Nurse II 12073 - Licensed Practical Nurse III 12100 - Medical Assistant 12130 - Medical Laboratory Technician			23
12073 - Licensed Practical Nurse III 12100 - Medical Assistant 12130 - Medical Laboratory Technician			23
12100 - Medical Assistant 12130 - Medical Laboratory Technician			25
12130 - Medical Laboratory Technician	12073	- Licensed Practical Nurse III	29
			20
12160 - Medical Record Clerk			23
	12160	- Medical Record Clerk	21

12190 - Medical Record Technician	
12195 - Medical Transcriptionist	
12210 - Nuclear Medicine Technologist	
12221 - Nursing Assistant I	
12222 - Nursing Assistant II	
12223 - Nursing Assistant III	
12224 - Nursing Assistant IV	
12235 - Optical Dispenser	
12236 - Optical Technician	
12250 - Pharmacy Technician	
12280 - Phlebotomist 12305 - Radiologic Technologist	
12311 - Registered Nurse I	
12312 - Registered Nurse II	
12313 - Registered Nurse II, Specialist	
12314 - Registered Nurse III	
12315 - Registered Nurse III, Anesthetist	
12316 - Registered Nurse IV	
12317 - Scheduler (Drug and Alcohol Testing)	
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	
13012 - Exhibits Specialist II	
13013 - Exhibits Specialist III	
13041 - Illustrator I	
13042 - Illustrator II	
13043 - Illustrator III	
13047 - Librarian	
13050 - Library Aide/Clerk	
13054 - Library Information Technology Systems	
Administrator	
13058 - Library Technician	
13061 - Media Specialist I	
13062 - Media Specialist II	
13063 - Media Specialist III	
13071 - Photographer I	
13072 - Photographer II	
13073 - Photographer III	
13074 - Photographer IV	
13075 - Photographer V	
13110 - Video Teleconference Technician 14000 - Information Technology Occupations	
14040 - Information Technology Occupations 14041 - Computer Operator I	
14041 - Computer Operator II	
14042 - Computer Operator II 14043 - Computer Operator III	
14044 - Computer Operator IV	
14044 - Computer Operator IV 14045 - Computer Operator V	
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14101 - Computer Systems Analyst I (se	
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	1)
14150 - Peripheral Equipment Operator	
14160 - Personal Computer Support Technician	
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	
15020 - Aircrew Training Devices Instructor (Rated)	
15030 - Air Crew Training Devices Instructor (Pilot)	
15050 - Computer Based Training Specialist / Instructor	
15060 - Educational Technologist	
15070 - Flight Instructor (Pilot)	

15080 - Graphic Artist 15090 - Technical Instructor 15095 - Technical Instructor 15110 - Test Proctor 15110 - Test Proctor 15110 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations 16010 - Assembler 16030 - Counter Attendant 16040 - Dry Cleaner 16070 - Finisher, Flatwork, Machine 16090 - Presser, Hand 16110 - Presser, Machine, Drycleaning 16130 - Presser, Machine, Shirts 16160 - Presser, Machine, Shirts 16160 - Presser, Machine, Warning Apparel, Laundry 16190 - Sewing Machine Operator 16250 - Washer, Machine 16200 - Tailor 16250 - Washer, Machine 19000 - Machine Tool Operator (Tool Room) 19040 - Tool And Die Maker 1000 - Materials Handling And Packing Occupations 19010 - Materials Expediter 1000 - Material Expediter 10103 - Material Expediter 10104 - Material Expediter 10105 - Material Expediter 10105 - Material Expediter 10106 - Droduction Line Worker (Food Processing) 1110 - Shipping Packer 1110 - Shipping Packer 11110 - Store Worker I 1110 - Store Worker I 1110 - Store Worker I 1110 - Stock Clerk 11210 - Tools And Parts Attendant 12101 - Tools And Farts Attendant 12101 - Aircraft Mechanic II 13022 - Aircraft Mechanic III 13020 - Aircraft Servicer 13030 - Aircraft Servicer 13030 - Aircraft Servicer 13030 - Aircraft Servicer 1310 - Papilance Mechanic Helper 1310 - Stole Splicer 1310 - Papilance Mechanic 1311 - Papilance Mechanic 1312 - Fier Alarm System Mechanic 1312 - Fier Alarm System Mechanic 1313 - Fier Extinguisher Repairer 1313 - Fier Extinguisher Repairer 13131 - Fuel Distribution System Mechanic 13131 - Fier Extinguisher Repairer 13313 - Ground Support Equipment Mechanic 13313 - Ground Support Equipment Mechanic 13314 - Ground Support Equipment Mechanic 13315 - Guound Support Equipment Mechanic 13317 - Genund Support Equipment Mechanic	Page 4 o
15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor 6000 - Laundry, Dry-Cleaning, Pressing And Related Occupations 16010 - Assembler 16030 - Counter Attendant 16040 - Dry Cleaner 16070 - Finisher, Flatwork, Machine 16090 - Presser, Hand 16110 - Presser, Machine, Drycleaning 16130 - Presser, Machine, Bhitts 16160 - Presser, Machine, Wearing Apparel, Laundry 16190 - Sewing Machine Operator 16250 - Washer, Machine 16250 - Washer, Machine 19000 - Machine Tool Operation And Repair Occupations 19010 - Machine Tool Operator (Tool Room) 19040 - Tool And Die Maker 1000 - Materials Handling And Packing Occupations 121020 - Forklift Operator 121030 - Material Coordinator 121040 - Material Expediter 121050 - Material Expediter 121050 - Material Expediter 121050 - Material Expediter 121051 - Shipping Packer 12107 - Order Filler 121080 - Production Line Worker (Food Processing) 12110 - Shipping Packer 12110 - Store Worker I 12110 - Stock Clerk 12120 - Tools And Parts Attendant 121410 - Warehouse Specialist 1000 - Mechanics And Maintenance And Repair Occupations 123010 - Aerospace Structural Welder 123021 - Aircraft Mechanic II 123022 - Aircraft Mechanic III 123040 - Aircraft Servicer 123050 - Aircraft Servicer 123050 - Aircraft Servicer 12310 - Appliance Mechanic 12310 - Appliance Mechanic 12310 - Bicycle Repairer 12310 - Scale Splicer 12310 - Electronics Technician Maintenance II 12312 - Electronics Technician Maintenance II 12312 - Electronics Technician Maintenance II 12312 - Electronics Technician Maintenance II 12313 - Electronics Technicia	31.7
15110 - Test Proctor 15120 - Tutor 6000 - Laundry, Dry-Cleaning, Pressing And Related Occupations 16010 - Assembler 16030 - Counter Attendant 16040 - Dry Cleaner 16070 - Finisher, Flatwork, Machine 16090 - Presser, Hand 16101 - Presser, Machine, Drycleaning 16130 - Presser, Machine, Drycleaning 16130 - Presser, Machine, Wearing Apparel, Laundry 16200 - Sweing Machine Operator 16220 - Tailor 16250 - Washer, Machine 19000 - Machine Tool Operator (Tool Room) 19010 - Machine-Tool Operator (Tool Room) 19040 - Tool And Die Maker 1000 - Materials Handling And Packing Occupations 1000 - Materials Handling And Packing Occupations 1000 - Material Coordinator 10040 - Material Breediter 10050 - Material Handling Laborer 101040 - Material Handling Laborer 101040 - Material Handling Laborer 101071 - Order Filler 10080 - Production Line Worker (Food Processing) 1110 - Shipping Packer 11130 - Shipping Receiving Clerk 12110 - Stock Clerk 12110 - Tools And Parts Attendant 1410 - Warehouse Specialist 13000 - Mechanics And Maintenance And Repair Occupations 13010 - Aerospace Structural Welder 13021 - Aircraft Mechanic II 13022 - Aircraft Mechanic III 13040 - Aircraft Servicer 13100 - Appliance Mechanic Helper 13110 - Fire Extinguisher Repairer 13110 - Fire Extinguisher Repairer 13111 - Fire Extinguisher Repairer 13112 - Fire Extinguisher Repairer 13131 - Fire Instribution System Mechanic 1312 - Fire Listinguisher Repairer 13311 - Fire Del Distribution System Mechanic 13312 - Fire Listinguisher Repairer 13313 - General Maintenance Worker 13310 - Ground Support Equipment Mechanic 13323 - Ground Support Equipment Mechanic 13330 - Ground Support Equipment Mechanic	28.4
15120 - Tutor 6000 - Laundry, Dry-Cleaning, Pressing And Related Occupations 16010 - Assembler 16030 - Counter Attendant 16040 - Dry Cleaner 16070 - Finisher, Flatwork, Machine 16090 - Presser, Hand 16110 - Presser, Machine, Drycleaning 16130 - Presser, Machine, Shirts 16160 - Presser, Machine, Wearing Apparel, Laundry 16220 - Tailor 16250 - Washer, Machine Operator 16220 - Tailor 16250 - Washer, Machine 19000 - Machine Tool Operation And Repair Occupations 19010 - Machine Tool Operator (Tool Room) 19040 - Tool And Die Maker 1000 - Materials Handling And Packing Occupations 12020 - Forklift Operator 12030 - Material Coordinator 12040 - Material Expediter 12050 - Material Expediter 12050 - Material Handling Laborer 12071 - Order Filler 12080 - Production Line Worker (Food Processing) 12110 - Shipping Packer 12110 - Stock Clerk 12110 - Stock Clerk 12120 - Tools And Parts Attendant 12410 - Warehouse Specialist 1000 - Mechanics And Maintenance And Repair Occupations 12001 - Aerospace Structural Welder 12022 - Aircraft Mechanic II 12022 - Aircraft Mechanic III 12022 - Aircraft Mechanic III 120303 - Aircraft Mechanic Helper 120304 - Aircraft Servicer 120305 - Aircraft Servicer 120306 - Aircraft Servicer 120307 - Aircraft Wechanic III 12040 - Each Splicer 1210 - Stock Stock Structural Welder 120301 - Aircraft Mechanic III 12040 - Aircraft Mechanic III 12040 - Aircraft Servicer 12030 - Aircraft Mechanic III 12040 - Aircraft Mechanic Helper 12030 - Aircraft Mechanic Hel	34.8
6000 - Laundry, Dry-Cleaning, Pressing And Related Occupations 16010 - Assembler 16010 - Counter Attendant 16040 - Dry Cleaner 16070 - Finisher, Flatwork, Machine 16090 - Presser, Hand 16110 - Presser, Machine, Drycleaning 16130 - Presser, Machine, Shirts 16160 - Presser, Machine, Shirts 16160 - Presser, Machine, Wearing Apparel, Laundry 16190 - Sewing Machine Operator 16220 - Tailor 16250 - Washer, Machine 19000 - Machine Tool Operator (Tool Room) 19040 - Tool And Die Maker 19010 - Machine-Tool Operator (Tool Room) 19040 - Tool And Die Maker 1000 - Materials Handling And Packing Occupations 1002 - Forklift Operator 1033 - Material Coordinator 1040 - Material Expediter 1050 - Material Handling Laborer 10104 - Order Filler 1050 - Material Handling Laborer 10101 - Order Filler 1050 - Shipping Packer 1110 - Shipping Packer 1110 - Shipping Packer 1110 - Store Worker I 1110 - Stock Clerk 12110 - Tools And Parts Attendant 1210 - Warehouse Specialist 1300 - Mechanics And Maintenance And Repair Occupations 13010 - Aerospace Structural Welder 13021 - Aircraft Mechanic II 13022 - Aircraft Mechanic III 13040 - Aircraft Mechanic III 13040 - Aircraft Mechanic Helper 1310 - Appliance Mechanic Helper 1310 - Appliance Mechanic 1310 - Appliance Mechanic 13110 - Splice Repairer 13110 - Appliance Mechanic 1312 - Electronics Technician Maintenance II 13182 - Electronics Technician Maintenance II 13183 - Electronics Technician Maintenance II 131	22.9
16010 - Assembler 16030 - Counter Attendant 16040 - Dry Cleaner 16070 - Finisher, Flatwork, Machine 16090 - Presser, Machine, Drycleaning 16130 - Presser, Machine, Shirts 16160 - Presser, Machine, Wearing Apparel, Laundry 16200 - Tailor 16220 - Tailor 16250 - Washer, Machine 19000 - Machine Tool Operator (Tool Room) 19010 - Machine Tool Operator (Tool Room) 19040 - Tool And Die Maker 1000 - Materials Handling And Packing Occupations 19010 - Material Handling And Packing Occupations 10103 - Material Expediter 10103 - Material Expediter 10104 - Material Expediter 10105 - Material Handling Laborer 10105 - Material Handling Laborer 10106 - Production Line Worker (Food Processing) 10110 - Shipping Packer 10110 - Shipping Packer 10110 - Shipping Receiving Clerk 10110 - Stock Clerk 10110 - Warehouse Specialist 1010 - Machanics And Maintenance And Repair Occupations 1010 - Macrospace Structural Welder 1010 - Macrospace Structural Welder 1010 - Aircraft Mechanic II 1010 - Aircraft Mechanic III 1010 - Aircraft Mechanic III 1010 - Aircraft Mechanic Helper 1010 - Aircraft Mechanic Helper 1010 - Aircraft Servicer 1010 - Aircraft Servicer 10110 - Aircraft Mechanic III 10110 - Aircraft Mechanic III 10120 - Aircraft Mechanic III 10202 - Aircraft Mechanic III 10203 - Aircraft Mechanic III 10203 - Aircraft Mechanic III 10204 - Aircraft Mechanic III 10205 - Aircraft Mechanic III 10206 - Fire Butinguis Mechanic 10218 - Electronics Technician Maintenance III 10206 - Fabric Worker 10206 - Fibric Worker 10207 - Fire Extinguisher Repairer 10218 - Fire Extinguisher Mechanic 10218 - Fire Extinguisher Mechanic 10218 - Fire Extinguisher Repairer 10218 - Fire Extinguisher Mechanic 10218 - Fire Extingu	22.9
16030 - Counter Attendant 16040 - Dry Cleaner 16070 - Finisher, Flatwork, Machine 16090 - Presser, Hand 16110 - Presser, Machine, Drycleaning 16130 - Presser, Machine, Shirts 16160 - Presser, Machine, Shirts 16250 - Sewing Machine Operator 16220 - Tailor 16250 - Washer, Machine 19000 - Machine Tool Operation And Repair Occupations 19010 - Machine-Tool Operator (Tool Room) 19040 - Tool And Die Maker 1000 - Materials Handling And Packing Occupations 10020 - Forklift Operator 1033 - Material Coordinator 1040 - Material Expediter 1055 - Material Handling Laborer 1071 - Order Filler 1050 - Material Handling Laborer 1071 - Order Filler 1071 - Shipping Packer 1071 - Shipping Packer 1071 - Store Worker I 1072 - Aircraft Mechanic II 1073 - Aerospace Structural Welder 1070 - Aerospace Structural Welder 1070 - Aircraft Mechanic II 1070 - Aircraft Mechanic III 1070 - Aircraft Morker 1070	
16040 - Dry Cleaner 16070 - Finisher, Flatwork, Machine 16090 - Presser, Hand 16110 - Presser, Machine, Drycleaning 16130 - Presser, Machine, Shirts 16160 - Presser, Machine, Wearing Apparel, Laundry 16290 - Sewing Machine Operator 16220 - Tailor 16250 - Washer, Machine 19000 - Machine Tool Operation And Repair Occupations 19010 - Machine Tool Operator (Tool Room) 19040 - Tool And Die Maker 1000 - Materials Handling And Packing Occupations 21020 - Forklift Operator 21030 - Material Expediter 21030 - Material Expediter 21050 - Material Expediter 21051 - Order Filler 21060 - Production Line Worker (Food Processing) 21110 - Shipping Packer 21130 - Shipping Packer 21130 - Shipping Packer 21140 - Stock Clerk 21210 - Tools And Parts Attendant 21410 - Warehouse Specialist 3000 - Mechanics And Maintenance And Repair Occupations 23010 - Aerospace Structural Welder 23021 - Aircraft Mechanic II 23022 - Aircraft Mechanic II 23023 - Aircraft Mechanic III 23023 - Aircraft Mechanic III 23040 - Aircraft Servicer 23100 - Aircraft Painter 23100 - Aircraft Servicer 23110 - Appliance Mechanic 23120 - Bicycle Repairer 23120 - Bicycle Repairer 23120 - Electronics Technician Maintenance II 23183 - Fire Alarm System Mechanic 23311 - Fuel Distribution System Mechanic 23312 - Fiel Distribution System Mechanic 23313 - Genund Support Equipment Mechanic 23313 - Genund Support Equipment Mechanic 23313 - Gounsmith I	10.7
16070 - Finisher, Flatwork, Machine 16090 - Presser, Hand 16110 - Presser, Machine, Drycleaning 16130 - Presser, Machine, Drycleaning 16130 - Presser, Machine, Shirts 16160 - Presser, Machine, Waering Apparel, Laundry 16190 - Sewing Machine Operator 16220 - Tailor 16250 - Washer, Machine 19000 - Machine Tool Operator (Tool Room) 19010 - Machine-Tool Operator (Tool Room) 19040 - Tool And Die Maker 19000 - Materials Handling And Packing Occupations 19020 - Forklift Operator 10303 - Material Coordinator 10404 - Material Expediter 10505 - Material Handling Laborer 10714 - Order Filler 10707 - Order Filler 10708 - Production Line Worker (Food Processing) 10711 - Order Filler 10800 - Production Line Worker (Food Processing) 10710 - Shipping Packer 107110 - Shipping Receiving Clerk 10710 - Tools And Parts Attendant 10710 - Warehouse Specialist 10800 - Mechanics And Maintenance And Repair Occupations 10800 - Mechanics And Maintenance And Repair Occupations 10800 - Mechanics And Maintenance II 10802 - Aircraft Mechanic II 10802 - Aircraft Mechanic III 10803 - Aircraft, Painter 10800 - Aircraft, Painter 10800 - Aircraft Worker	10.7 14.5
16090 - Presser, Hand 16110 - Presser, Machine, Drycleaning 16130 - Presser, Machine, Shirts 16160 - Presser, Machine, Wearing Apparel, Laundry 16290 - Sewing Machine Operator 16220 - Tailor 16250 - Washer, Machine 9000 - Machine Tool Operator (Tool Room) 19010 - Machine-Tool Operator (Tool Room) 19040 - Tool And Die Maker 1000 - Materials Handling And Packing Occupations 21020 - Forklift Operator 21030 - Material Expediter 21030 - Material Expediter 21050 - Material Expediter 21050 - Material Expediter 21050 - Production Line Worker (Food Processing) 21110 - Shipping Packer 21110 - Shipping Facker 21110 - Stock Clerk 21210 - Tools And Parts Attendant 21410 - Warehouse Specialist 3000 - Mechanics And Maintenance And Repair Occupations 23010 - Aerospace Structural Welder 23021 - Aircraft Mechanic II 23022 - Aircraft Mechanic III 23040 - Aircraft Mechanic III 23040 - Aircraft Mechanic III 23040 - Aircraft Mechanic III 23050 - Aircraft Mechanic III 23060 - Aircraft Servicer 23080 - Aircraft Worker 23110 - Beiguele Repairer 23120 - Bicycle Repairer 23121 - Cable Splicer 23122 - Cable Splicer 23130 - Carpenter, Maintenance 23140 - Carpet Layer 23150 - Electrician, Maintenance 23160 - Electrician, Maintenance 23170 - Fire Extinguisher Repairer 23181 - Electronics Technician Maintenance II 23182 - Electronics Technician Maintenance II 23183 - Electronics Technician Maintenance II 23184 - Electronics Technician Maintenance II 23185 - Fuel Distribution System Mechanic 23190 - Fire Alarm System Mechanic 23110 - Fire Extinguisher Repairer 23311 - Fuel Distribution System Operator 23311 - Fuel Distribution System Operator 23312 - Ground Support Equipment Mechanic 23332 - Ground Support Equipment Mechanic 23333 - Ground Support Equipment Morker 23339 - Ground Support Equipment Morker	10.3
16110 - Presser, Machine, Drycleaning 16130 - Presser, Machine, Shirts 16160 - Presser, Machine, Wearing Apparel, Laundry 16190 - Sewing Machine Operator 16220 - Tailor 16250 - Washer, Machine 19000 - Machine Tool Operation And Repair Occupations 19010 - Machine-Tool Operator (Tool Room) 19040 - Tool And Die Maker 1000 - Materials Handling And Packing Occupations 21020 - Forklift Operator 21030 - Material Coordinator 21040 - Material Expediter 21050 - Material Expediter 21051 - Order Filler 21080 - Production Line Worker (Food Processing) 21110 - Shipping Packer 21130 - Shipping Packer 21130 - Stock Clerk 21210 - Tools And Farts Attendant 21410 - Warehouse Specialist 3000 - Mechanics And Maintenance And Repair Occupations 23010 - Aerospace Structural Welder 23021 - Aircraft Mechanic II 23022 - Aircraft Mechanic II 23022 - Aircraft Mechanic III 23030 - Aircraft Mechanic III 23040 - Aircraft Mechanic III 23050 - Aircraft Mechanic III 23060 - Aircraft Servicer 23080 - Aircraft Servicer 23080 - Aircraft Servicer 23080 - Aircraft Servicer 23100 - Beicycle Repairer 23125 - Cable Splicer 23120 - Bicycle Repairer 23125 - Cable Splicer 23130 - Carpenter, Maintenance 23140 - Carpet Layer 23150 - Fleettrician, Maintenance II 23183 - Electronics Technician Maintenance II 23183 - Electronics Technician Maintenance II 23183 - Electronics Technician Maintenance II 23183 - Fire Extinguisher Repairer 23110 - Fire Extinguisher Repairer 23111 - Fuel Distribution System Mechanic 23120 - Fire Alarm System Mechanic 23131 - Fuel Distribution System Mechanic 23311 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System Mechanic 23313 - Ground Support Equipment Mechanic 23313 - Ground Support Equipment Mechanic 23313 - Ground Support Equipment Mechanic 23323 - Ground Support Equipment Mechanic 23330 - Ground Support Equipment Morker 23380 - Ground Support Equipment Morker	10.7
16130 - Presser, Machine, Shirts 16160 - Presser, Machine, Wearing Apparel, Laundry 16190 - Sewing Machine Operator 16220 - Tailor 16250 - Washer, Machine 9000 - Machine Tool Operation And Repair Occupations 19010 - Machine Tool Operator (Tool Room) 19040 - Tool And Die Maker 1000 - Materials Handling And Packing Occupations 21020 - Forklift Operator 21030 - Material Expediter 21030 - Material Expediter 21050 - Material Expediter 21051 - Order Filler 21050 - Production Line Worker (Food Processing) 21110 - Shipping Packer 21130 - Shipping/Receiving Clerk 21140 - Store Worker I 21150 - Stock Clerk 21210 - Tools And Parts Attendant 21210 - Warehouse Specialist 3000 - Mechanics And Maintenance And Repair Occupations 30010 - Aerospace Structural Welder 33021 - Aircraft Mechanic II 23022 - Aircraft Mechanic II 23023 - Aircraft Mechanic III 23040 - Aircraft Servicer 23050 - Aircraft Servicer 23050 - Aircraft Servicer 23050 - Aircraft Worker 23110 - Sappliace 23120 - Eable Splicer 23130 - Carpenter, Maintenance 23140 - Carpet Layer 23150 - Cable Splicer 23160 - Electrician, Maintenance 23181 - Electronics Technician Maintenance II 23182 - Electronics Technician Maintenance II 23183 - Electronics Technician Maintenance II 23183 - Electronics Technician Maintenance II 23183 - Electronics Technician Maintenance II 23181 - Fuel Distribution System Mechanic 23191 - Fuel Distribution System Mechanic 23101 - Fire Extinguisher Repairer 23311 - Fuel Distribution System Mechanic 23311 - Fuel Distribution System Mechanic 23311 - Fuel Distribution System Operator 23330 - Ground Support Equipment Mechanic 23331 - Ground Support Equipment Mechanic 23332 - Ground Support Equipment Mechanic	10.7
16160 - Presser, Machine, Wearing Apparel, Laundry 16220 - Tailor 16250 - Washer, Machine 19000 - Machine Tool Operator (Tool Room) 19010 - Machine Tool Operator (Tool Room) 19040 - Tool And Die Maker 1000 - Materials Handling And Packing Occupations 19020 - Forklift Operator 19030 - Material Coordinator 19040 - Material Expediter 10050 - Material Expediter 10050 - Material Handling Laborer 10101 - Order Filler 10101 - Order Filler 10102 - Production Line Worker (Food Processing) 1110 - Shipping Packer 1130 - Shipping Receiving Clerk 1140 - Store Worker I 1150 - Stock Clerk 11210 - Tools And Parts Attendant 12410 - Warehouse Specialist 1300 - Mechanics And Maintenance And Repair Occupations 13010 - Aerospace Structural Welder 13021 - Aircraft Mechanic II 13023 - Aircraft Mechanic II 13023 - Aircraft Mechanic III 13023 - Aircraft Mechanic III 13040 - Aircraft Servicer 13050 - Aircraft Servicer 13070 - Service Sechnician Maintenance II 13083 - Electronics Technician Maintenance II 13093 - Fabric Worker 13094 - Fabric Worker 13095 - Fire Alarm System Mechanic 13096 - Fire Alarm System Mechanic 13010 - Fuel Distribution System Operator 13010 - Fuel Distrib	10.7
16190 - Sewing Machine Operator 16250 - Tailor 16250 - Washer, Machine 9000 - Machine Tool Operation And Repair Occupations 19010 - Machine-Tool Operator (Tool Room) 19040 - Tool And Die Maker 1000 - Materials Handling And Packing Occupations 21020 - Forklift Operator 21030 - Material Coordinator 21040 - Material Expediter 21050 - Material Handling Laborer 21071 - Order Filler 21080 - Production Line Worker (Food Processing) 21110 - Shipping Packer 21130 - Shipping Packer 21140 - Store Worker I 21150 - Stock Clerk 21210 - Tools And Parts Attendant 21410 - Warehouse Specialist 3000 - Mechanics And Maintenance And Repair Occupations 23010 - Aerospace Structural Welder 23021 - Aircraft Mechanic I 23022 - Aircraft Mechanic II 23023 - Aircraft Mechanic III 23024 - Aircraft Mechanic Helper 23050 - Aircraft, Painter 23060 - Aircraft Servicer 23080 - Aircraft Worker 23110 - Appliance Mechanic 23120 - Bicycle Repairer 23125 - Cable Splicer 23130 - Carpenter, Maintenance 23140 - Carpenter, Maintenance 23141 - Electronics Technician Maintenance II 23182 - Electronics Technician Maintenance II 23183 - Electronics Technician Maintenance II 23183 - Electronics Technician Maintenance III 23183 - Electronics Technician Maintenance III 23181 - Fuel Distribution System Mechanic 23310 - Fire Extinguisher Repairer 23311 - Fuel Distribution System Mechanic 23311 - Fuel Distribution System Mechanic 23311 - Fuel Distribution System Mechanic 23312 - Ground Support Equipment Mechanic 23330 - Ground Support Equipment Mechanic 23330 - Ground Support Equipment Mechanic 23330 - Ground Support Equipment Mechanic	10.
16250 - Washer, Machine 9000 - Machine Tool Operation And Repair Occupations 19010 - Machine-Tool Operator (Tool Room) 19040 - Tool And Die Maker 1000 - Materials Handling And Packing Occupations 21020 - Forklift Operator 21030 - Material Coordinator 21030 - Material Expediter 21050 - Material Expediter 21050 - Material Handling Laborer 21071 - Order Filler 21080 - Production Line Worker (Food Processing) 21110 - Shipping Packer 21130 - Shipping/Receiving Clerk 21140 - Store Worker I 21150 - Stock Clerk 21210 - Tools And Parts Attendant 21410 - Warehouse Specialist 3000 - Mechanics And Maintenance And Repair Occupations 23010 - Aerospace Structural Welder 23021 - Aircraft Mechanic I 23022 - Aircraft Mechanic II 23023 - Aircraft Mechanic III 23040 - Aircraft Servicer 23050 - Aircraft Servicer 23060 - Aircraft Servicer 23080 - Aircraft Servicer 23100 - Appliance Mechanic 23110 - Appliance Mechanic 23120 - Bicycle Repairer 23125 - Cable Splicer 23130 - Carpenter, Maintenance 23140 - Carpet Layer 23150 - Electronics Technician Maintenance II 23182 - Electronics Technician Maintenance II 23183 - Electronics Technician Maintenance II 23184 - Electronics Technician Maintenance III 23185 - Fabric Worker 23290 - Fire Alarm System Mechanic 23310 - Fire Extinguisher Repairer 23220 - Fabric Worker 23230 - Fire Alarm System Mechanic 23311 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System Mechanic 23313 - Ground Support Equipment Mechanic 23380 - Ground Support Equipment Mechanic	15.8
9000 - Machine Tool Operation And Repair Occupations 19010 - Machine-Tool Operator (Tool Room) 19040 - Tool And Die Maker 1000 - Materials Handling And Packing Occupations 21020 - Forklift Operator 21030 - Material Expediter 21050 - Material Expediter 21050 - Material Handling Laborer 21071 - Order Filler 21080 - Production Line Worker (Food Processing) 21110 - Shipping Packer 21130 - Shipping/Receiving Clerk 21140 - Store Worker I 2155 - Stock Clerk 21210 - Tools And Parts Attendant 21410 - Warehouse Specialist 3000 - Mechanics And Maintenance And Repair Occupations 23010 - Aerospace Structural Welder 23021 - Aircraft Mechanic I 23022 - Aircraft Mechanic II 23023 - Aircraft Mechanic III 23024 - Aircraft Mechanic Helper 23050 - Aircraft, Painter 23050 - Aircraft Servicer 23060 - Aircraft Worker 23110 - Appliance Mechanic 23120 - Bicycle Repairer 23125 - Cable Splicer 23130 - Carpet Layer 23140 - Carpet Layer 23160 - Electronics Technician Maintenance II 23182 - Electronics Technician Maintenance II 23183 - Electronics Technician Maintenance III 23183 - Fabric Worker 23290 - Fire Alarm System Mechanic 23311 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System Mechanic 23313 - Ground Support Equipment Mechanic 23331 - Ground Support Equipment Mechanic 23380 - Ground Support Equipment Mechanic 23380 - Ground Support Equipment Mechanic	17.1
19010 - Machine-Tool Operator (Tool Room) 19040 - Tool And Die Maker 1000 - Materials Handling And Packing Occupations 21020 - Forklift Operator 21030 - Material Coordinator 21040 - Material Expediter 21050 - Material Handling Laborer 21071 - Order Filler 21080 - Production Line Worker (Food Processing) 21110 - Shipping Facker 21130 - Shipping/Receiving Clerk 21140 - Store Worker I 21150 - Stock Clerk 21210 - Tools And Parts Attendant 21210 - Tools And Parts Attendant 21410 - Warehouse Specialist 3000 - Mechanics And Maintenance And Repair Occupations 23010 - Aerospace Structural Welder 23021 - Aircraft Mechanic II 23022 - Aircraft Mechanic III 23040 - Aircraft Mechanic III 23040 - Aircraft Mechanic Helper 23050 - Aircraft Worker 23080 - Aircraft Worker 2310 - Appliance Mechanic 23120 - Bicycle Repairer 23120 - Bicycle Repairer 23120 - Carpenter, Maintenance 23140 - Carpet Layer 23150 - Carpenter, Maintenance 23140 - Carpet Layer 23150 - Electrician, Maintenance 23181 - Electronics Technician Maintenance II 23182 - Electronics Technician Maintenance II 23183 - Electronics Technician Maintenance II 23184 - Fabric Worker 23290 - Fire Alarm System Mechanic 23310 - Fire Extinguisher Repairer 23210 - Fire Extinguisher Repairer 23311 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System Mechanic 23313 - Goround Support Equipment Mechanic 23382 - Ground Support Equipment Mechanic 23383 - Ground Support Equipment Morker 23383 - Ground Support Equipment Morker	12.0
19040 - Tool And Die Maker 1000 - Materials Handling And Packing Occupations 21020 - Forkliff Operator 21030 - Material Coordinator 21040 - Material Expediter 21050 - Material Handling Laborer 21071 - Order Filler 21080 - Production Line Worker (Food Processing) 21110 - Shipping Packer 21130 - Shipping Facker 21130 - Shipping/Receiving Clerk 21140 - Store Worker I 21150 - Stock Clerk 21210 - Tools And Parts Attendant 21410 - Warehouse Specialist 3000 - Mechanics And Maintenance And Repair Occupations 23010 - Aerospace Structural Welder 23021 - Aircraft Mechanic II 23022 - Aircraft Mechanic III 23023 - Aircraft Mechanic III 23040 - Aircraft Mechanic III 23050 - Aircraft Mechanic Helper 23050 - Aircraft Servicer 23080 - Aircraft Servicer 23100 - Appliance Mechanic 23120 - Bicycle Repairer 23125 - Cable Splicer 23125 - Cable Splicer 23130 - Carpenter, Maintenance 23140 - Carpet Layer 23160 - Electronics Technician Maintenance II 23183 - Electronics Technician Maintenance II 23181 - Fire Extinguisher Repairer 23200 - Fire Alarm System Mechanic 23310 - Fire Extinguisher Repairer 23311 - Fuel Distribution System Mechanic 23311 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System Mechanic 23313 - General Maintenance Worker 23330 - Ground Support Equipment Mechanic 23381 - Ground Support Equipment Mechanic 23382 - Ground Support Equipment Mechanic 23383 - Ground Support Equipment Mechanic	
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21020 - Forklift Operator 21030 - Material Coordinator 21040 - Material Expediter 21050 - Material Handling Laborer 21071 - Order Filler 21080 - Production Line Worker (Food Processing) 21110 - Shipping Packer 21130 - Shipping Packer 21130 - Shipping/Receiving Clerk 21140 - Store Worker I 21150 - Stock Clerk 21210 - Tools And Parts Attendant 21410 - Warehouse Specialist 3000 - Mechanics And Maintenance And Repair Occupations 23010 - Aerospace Structural Welder 23021 - Aircraft Mechanic II 23022 - Aircraft Mechanic III 23023 - Aircraft Mechanic Helper 23050 - Aircraft Mechanic Helper 23060 - Aircraft Servicer 23080 - Aircraft Worker 23110 - Appliance Mechanic 23120 - Bicycle Repairer 23125 - Cable Splicer 23125 - Cable Splicer 23130 - Carpenter, Maintenance 23141 - Electronics Technician Maintenance II 23182 - Electronics Technician Maintenance II 23183 - Fire Alarm System Mechanic 23310 - Fire Exitinguisher Repairer 23311 - Fuel Distribution System Mechanic 23311 - Fuel Distribution System Mechanic 23312 - General Maintenance Worker 23390 - Ground Support Equipment Mechanic 23381 - Ground Support Equipment Mechanic 23382 - Ground Support Equipment Mechanic 23383 - Ground Support Equipment Mechanic	26.
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21080 - Production Line Worker (Food Processing) 21110 - Shipping Packer 21130 - Shipping Packer 21140 - Store Worker I 21150 - Stock Clerk 21210 - Tools And Parts Attendant 21410 - Warehouse Specialist 3000 - Mechanics And Maintenance And Repair Occupations 23010 - Aerospace Structural Welder 23021 - Aircraft Mechanic II 23022 - Aircraft Mechanic II 23023 - Aircraft Mechanic III 23040 - Aircraft Mechanic Helper 23050 - Aircraft Mechanic Helper 23060 - Aircraft Servicer 23080 - Aircraft Servicer 23100 - Appliance Mechanic 23120 - Bicycle Repairer 23125 - Cable Splicer 23130 - Carpenter, Maintenance 23140 - Carpet Layer 23160 - Electrician, Maintenance 23181 - Electronics Technician Maintenance II 23182 - Electronics Technician Maintenance III 23260 - Fabric Worker 23290 - Fire Alarm System Mechanic 23310 - Fire Extinguisher Repairer 23311 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System Mechanic 23310 - General Maintenance Worker 23390 - Gonund Support Equipment Mechanic 23311 - Ground Support Equipment Mechanic 23381 - Ground Support Equipment Mechanic 23382 - Ground Support Equipment Worker 23381 - Gunsmith I	15.
21110 - Shipping Packer 21130 - Shipping Receiving Clerk 21140 - Store Worker I 21150 - Stock Clerk 21210 - Tools And Parts Attendant 21410 - Warehouse Specialist 3000 - Mechanics And Maintenance And Repair Occupations 23010 - Aerospace Structural Welder 23021 - Aircraft Mechanic I 23022 - Aircraft Mechanic II 23023 - Aircraft Mechanic III 23040 - Aircraft Mechanic Helper 23050 - Aircraft Servicer 23080 - Aircraft Servicer 23080 - Aircraft Servicer 23110 - Appliance Mechanic 23120 - Bicycle Repairer 23125 - Cable Splicer 23125 - Cable Splicer 23130 - Carpenter, Maintenance 23140 - Carpet Layer 23161 - Electronics Technician Maintenance II 23182 - Electronics Technician Maintenance II 23183 - Electronics Technician Maintenance III 23260 - Fabric Worker 23290 - Fire Alarm System Mechanic 23310 - Fire Extinguisher Repairer 23311 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System Operator 23370 - General Maintenance Worker 23380 - Ground Support Equipment Mechanic 23381 - Ground Support Equipment Servicer 23381 - Ground Support Equipment Servicer 23391 - Gunsmith I	19.
21130 - Shipping/Receiving Clerk 21140 - Store Worker I 21150 - Stock Clerk 21210 - Tools And Parts Attendant 21410 - Warehouse Specialist 3000 - Mechanics And Maintenance And Repair Occupations 23010 - Aerospace Structural Welder 23021 - Aircraft Mechanic II 23022 - Aircraft Mechanic III 23040 - Aircraft Mechanic III 23050 - Aircraft Mechanic Helper 23050 - Aircraft Servicer 23060 - Aircraft Servicer 23110 - Appliance Mechanic 23120 - Bicycle Repairer 23125 - Cable Splicer 23130 - Carpenter, Maintenance 23140 - Carpet Layer 23160 - Electrician, Maintenance 23141 - Electronics Technician Maintenance II 23182 - Electronics Technician Maintenance III 23260 - Fabric Worker 23290 - Fire Alarm System Mechanic 23310 - Fire Extinguisher Repairer 23311 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System Mechanic 23317 - General Maintenance Worker 23370 - General Maintenance Worker 23380 - Ground Support Equipment Mechanic 23381 - Ground Support Equipment Servicer 23382 - Ground Support Equipment Servicer 23382 - Ground Support Equipment Worker	17.
21140 - Store Worker I 21150 - Stock Clerk 21210 - Tools And Parts Attendant 21410 - Warehouse Specialist 3000 - Mechanics And Maintenance And Repair Occupations 23010 - Aerospace Structural Welder 23021 - Aircraft Mechanic I 23022 - Aircraft Mechanic II 23023 - Aircraft Mechanic III 23040 - Aircraft Mechanic Helper 23050 - Aircraft Painter 23060 - Aircraft Servicer 23080 - Aircraft Worker 23110 - Appliance Mechanic 23120 - Bicycle Repairer 23125 - Cable Splicer 23130 - Carpenter, Maintenance 23140 - Carpet Layer 23160 - Electrician, Maintenance 23181 - Electronics Technician Maintenance II 23182 - Electronics Technician Maintenance III 23260 - Fabric Worker 23290 - Fire Alarm System Mechanic 23311 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System Mechanic 23317 - General Maintenance Worker 23370 - General Maintenance Worker 23380 - Ground Support Equipment Mechanic 23381 - Ground Support Equipment Servicer 23382 - Ground Support Equipment Servicer 23381 - Gunsmith I	17.
21210 - Tools And Parts Attendant 21410 - Warehouse Specialist 3000 - Mechanics And Maintenance And Repair Occupations 23010 - Aerospace Structural Welder 23021 - Aircraft Mechanic I 23022 - Aircraft Mechanic II 23023 - Aircraft Mechanic III 23040 - Aircraft Mechanic Helper 23050 - Aircraft, Painter 23060 - Aircraft Servicer 23080 - Aircraft Worker 23110 - Appliance Mechanic 23120 - Bicycle Repairer 23125 - Cable Splicer 23130 - Carpenter, Maintenance 23140 - Carpet Layer 23160 - Electrician, Maintenance 23181 - Electronics Technician Maintenance II 23182 - Electronics Technician Maintenance III 23183 - Electronics Technician Maintenance III 23181 - Fire Alarm System Mechanic 23310 - Fire Extinguisher Repairer 23311 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System Operator 23370 - General Maintenance Worker 23380 - Ground Support Equipment Mechanic 23381 - Ground Support Equipment Servicer 23382 - Ground Support Equipment Servicer 23382 - Ground Support Equipment Worker	14.
21410 - Warehouse Specialist 3000 - Mechanics And Maintenance And Repair Occupations 23010 - Aerospace Structural Welder 23021 - Aircraft Mechanic I 23022 - Aircraft Mechanic II 23023 - Aircraft Mechanic III 23040 - Aircraft Mechanic Helper 23050 - Aircraft Servicer 23060 - Aircraft Worker 23110 - Appliance Mechanic 23120 - Bicycle Repairer 23125 - Cable Splicer 23130 - Carpenter, Maintenance 23140 - Carpet Layer 23160 - Electrician, Maintenance 23181 - Electronics Technician Maintenance II 23182 - Electronics Technician Maintenance III 23183 - Electronics Technician Maintenance III 23181 - Fire Alarm System Mechanic 23290 - Fire Alarm System Mechanic 23310 - Fire Extinguisher Repairer 23311 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System Operator 23370 - General Maintenance Worker 23380 - Ground Support Equipment Mechanic 23381 - Ground Support Equipment Servicer 23382 - Ground Support Equipment Servicer 23383 - Ground Support Equipment Worker	20.0
3000 - Mechanics And Maintenance And Repair Occupations 23010 - Aerospace Structural Welder 23021 - Aircraft Mechanic I 23022 - Aircraft Mechanic III 23023 - Aircraft Mechanic III 23040 - Aircraft Mechanic Helper 23050 - Aircraft Servicer 23080 - Aircraft Servicer 23080 - Aircraft Worker 23110 - Appliance Mechanic 23120 - Bicycle Repairer 23125 - Cable Splicer 23130 - Carpenter, Maintenance 23140 - Carpet Layer 23160 - Electrician, Maintenance 23181 - Electronics Technician Maintenance II 23182 - Electronics Technician Maintenance III 23260 - Fabric Worker 23290 - Fire Alarm System Mechanic 23310 - Fire Extinguisher Repairer 23311 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System Operator 23370 - General Maintenance Worker 23380 - Ground Support Equipment Mechanic 23381 - Ground Support Equipment Servicer 23391 - Gunsmith I	19.
23010 - Aerospace Structural Welder 23021 - Aircraft Mechanic I 23022 - Aircraft Mechanic II 23023 - Aircraft Mechanic III 23040 - Aircraft Mechanic Helper 23050 - Aircraft Servicer 23060 - Aircraft Servicer 23080 - Aircraft Worker 23110 - Appliance Mechanic 23120 - Bicycle Repairer 23125 - Cable Splicer 23130 - Carpenter, Maintenance 23140 - Carpet Layer 23160 - Electrician, Maintenance 23181 - Electronics Technician Maintenance II 23182 - Electronics Technician Maintenance III 23260 - Fabric Worker 23290 - Fire Alarm System Mechanic 23310 - Fire Extinguisher Repairer 23311 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System Mechanic 23313 - General Maintenance Worker 23380 - Ground Support Equipment Mechanic 23381 - Ground Support Equipment Mechanic 23381 - Ground Support Equipment Servicer 23381 - Ground Support Equipment Worker 23391 - Gunsmith I	19.
23021 - Aircraft Mechanic I 23022 - Aircraft Mechanic II 23023 - Aircraft Mechanic III 23040 - Aircraft Mechanic Helper 23050 - Aircraft, Painter 23060 - Aircraft Servicer 23080 - Aircraft Worker 23110 - Appliance Mechanic 23120 - Bicycle Repairer 23125 - Cable Splicer 23130 - Carpenter, Maintenance 23140 - Carpet Layer 23160 - Electrician, Maintenance 23181 - Electronics Technician Maintenance I 23182 - Electronics Technician Maintenance II 23183 - Electronics Technician Maintenance III 23260 - Fabric Worker 23290 - Fire Alarm System Mechanic 23310 - Fire Extinguisher Repairer 23311 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System Operator 23370 - General Maintenance Worker 23380 - Ground Support Equipment Mechanic 23381 - Ground Support Equipment Servicer 23382 - Ground Support Equipment Servicer 23391 - Gunsmith I	
23022 - Aircraft Mechanic II 23023 - Aircraft Mechanic III 23040 - Aircraft Mechanic Helper 23050 - Aircraft, Painter 23060 - Aircraft Servicer 23080 - Aircraft Worker 23110 - Appliance Mechanic 23120 - Bicycle Repairer 23125 - Cable Splicer 23130 - Carpenter, Maintenance 23140 - Carpet Layer 23160 - Electrician, Maintenance 23181 - Electronics Technician Maintenance II 23182 - Electronics Technician Maintenance III 23260 - Fabric Worker 23290 - Fire Alarm System Mechanic 23310 - Fire Extinguisher Repairer 23311 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System Operator 23370 - General Maintenance Worker 23380 - Ground Support Equipment Mechanic 23381 - Ground Support Equipment Servicer 23382 - Ground Support Equipment Servicer 23391 - Gunsmith I	30.
23023 - Aircraft Mechanic III 23040 - Aircraft Mechanic Helper 23050 - Aircraft, Painter 23060 - Aircraft Servicer 23080 - Aircraft Worker 23110 - Appliance Mechanic 23120 - Bicycle Repairer 23125 - Cable Splicer 23130 - Carpenter, Maintenance 23140 - Carpet Layer 23160 - Electrician, Maintenance 23181 - Electronics Technician Maintenance II 23182 - Electronics Technician Maintenance III 23183 - Electronics Technician Maintenance III 23260 - Fabric Worker 23290 - Fire Alarm System Mechanic 23310 - Fire Extinguisher Repairer 23311 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System Operator 23370 - General Maintenance Worker 23380 - Ground Support Equipment Mechanic 23381 - Ground Support Equipment Servicer 23382 - Ground Support Equipment Servicer 23382 - Ground Support Equipment Worker	29.0
23040 - Aircraft Mechanic Helper 23050 - Aircraft, Painter 23060 - Aircraft Servicer 23080 - Aircraft Worker 23110 - Appliance Mechanic 23120 - Bicycle Repairer 23125 - Cable Splicer 23130 - Carpenter, Maintenance 23140 - Carpet Layer 23160 - Electrician, Maintenance 23181 - Electronics Technician Maintenance II 23182 - Electronics Technician Maintenance III 23183 - Electronics Technician Maintenance III 23260 - Fabric Worker 23290 - Fire Alarm System Mechanic 23310 - Fire Extinguisher Repairer 23311 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System Operator 23370 - General Maintenance Worker 23380 - Ground Support Equipment Mechanic 23381 - Ground Support Equipment Servicer 23382 - Ground Support Equipment Servicer 23391 - Gunsmith I	30.
23050 - Aircraft, Painter 23060 - Aircraft Servicer 23080 - Aircraft Worker 23110 - Appliance Mechanic 23120 - Bicycle Repairer 23125 - Cable Splicer 23130 - Carpenter, Maintenance 23140 - Carpet Layer 23160 - Electrician, Maintenance 23181 - Electronics Technician Maintenance II 23182 - Electronics Technician Maintenance III 23183 - Electronics Technician Maintenance III 23260 - Fabric Worker 23290 - Fire Alarm System Mechanic 23311 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System Mechanic 23317 - General Maintenance Worker 23380 - Ground Support Equipment Mechanic 23381 - Ground Support Equipment Servicer 23382 - Ground Support Equipment Servicer 23391 - Gunsmith I	31. 21.
23060 - Aircraft Servicer 23080 - Aircraft Worker 23110 - Appliance Mechanic 23120 - Bicycle Repairer 23125 - Cable Splicer 23130 - Carpenter, Maintenance 23140 - Carpet Layer 23160 - Electrician, Maintenance 23181 - Electronics Technician Maintenance I 23182 - Electronics Technician Maintenance II 23183 - Electronics Technician Maintenance III 23260 - Fabric Worker 23290 - Fire Alarm System Mechanic 23310 - Fire Extinguisher Repairer 23311 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System Operator 23370 - General Maintenance Worker 23380 - Ground Support Equipment Mechanic 23381 - Ground Support Equipment Servicer 23392 - Ground Support Equipment Worker	25.
2310 - Aircraft Worker 23110 - Appliance Mechanic 23120 - Bicycle Repairer 23125 - Cable Splicer 23130 - Carpenter, Maintenance 23140 - Carpet Layer 23160 - Electrician, Maintenance 23181 - Electronics Technician Maintenance I 23182 - Electronics Technician Maintenance II 23183 - Electronics Technician Maintenance III 23260 - Fabric Worker 23290 - Fire Alarm System Mechanic 23310 - Fire Extinguisher Repairer 23311 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System Operator 23370 - General Maintenance Worker 23380 - Ground Support Equipment Mechanic 23381 - Ground Support Equipment Servicer 23382 - Ground Support Equipment Worker 23391 - Gunsmith I	24.
23110 - Appliance Mechanic 23120 - Bicycle Repairer 23125 - Cable Splicer 23130 - Carpenter, Maintenance 23140 - Carpet Layer 23160 - Electrician, Maintenance 23181 - Electronics Technician Maintenance I 23182 - Electronics Technician Maintenance II 23183 - Electronics Technician Maintenance III 23260 - Fabric Worker 23290 - Fire Alarm System Mechanic 23310 - Fire Extinguisher Repairer 23311 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System Operator 23370 - General Maintenance Worker 23380 - Ground Support Equipment Mechanic 23381 - Ground Support Equipment Servicer 23382 - Ground Support Equipment Worker 23391 - Gunsmith I	26.
23120 - Bicycle Repairer 23125 - Cable Splicer 23130 - Carpenter, Maintenance 23140 - Carpet Layer 23160 - Electrician, Maintenance 23181 - Electronics Technician Maintenance I 23182 - Electronics Technician Maintenance II 23183 - Electronics Technician Maintenance III 23260 - Fabric Worker 23290 - Fire Alarm System Mechanic 23310 - Fire Extinguisher Repairer 23311 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System Operator 23370 - General Maintenance Worker 23380 - Ground Support Equipment Mechanic 23381 - Ground Support Equipment Servicer 23382 - Ground Support Equipment Worker 23391 - Gunsmith I	22.
23125 - Cable Splicer 23130 - Carpenter, Maintenance 23140 - Carpet Layer 23160 - Electrician, Maintenance 23181 - Electronics Technician Maintenance I 23182 - Electronics Technician Maintenance II 23183 - Electronics Technician Maintenance III 23260 - Fabric Worker 23290 - Fire Alarm System Mechanic 23310 - Fire Extinguisher Repairer 23311 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System Operator 23370 - General Maintenance Worker 23380 - Ground Support Equipment Mechanic 23381 - Ground Support Equipment Servicer 23382 - Ground Support Equipment Worker 23391 - Gunsmith I	18.
23140 - Carpet Layer 23160 - Electrician, Maintenance 23181 - Electronics Technician Maintenance I 23182 - Electronics Technician Maintenance II 23183 - Electronics Technician Maintenance III 23260 - Fabric Worker 23290 - Fire Alarm System Mechanic 23310 - Fire Extinguisher Repairer 23311 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System Operator 23370 - General Maintenance Worker 23380 - Ground Support Equipment Mechanic 23381 - Ground Support Equipment Servicer 23382 - Ground Support Equipment Worker 23391 - Gunsmith I	30.
23160 - Electrician, Maintenance 23181 - Electronics Technician Maintenance I 23182 - Electronics Technician Maintenance II 23183 - Electronics Technician Maintenance III 23260 - Fabric Worker 23290 - Fire Alarm System Mechanic 23310 - Fire Extinguisher Repairer 23311 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System Operator 23370 - General Maintenance Worker 23380 - Ground Support Equipment Mechanic 23381 - Ground Support Equipment Servicer 23382 - Ground Support Equipment Worker 23391 - Gunsmith I	26.
23181 - Electronics Technician Maintenance I 23182 - Electronics Technician Maintenance II 23183 - Electronics Technician Maintenance III 23260 - Fabric Worker 23290 - Fire Alarm System Mechanic 23310 - Fire Extinguisher Repairer 23311 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System Operator 23370 - General Maintenance Worker 23380 - Ground Support Equipment Mechanic 23381 - Ground Support Equipment Servicer 23382 - Ground Support Equipment Worker 23391 - Gunsmith I	25.
23182 - Electronics Technician Maintenance II 23183 - Electronics Technician Maintenance III 23260 - Fabric Worker 23290 - Fire Alarm System Mechanic 23310 - Fire Extinguisher Repairer 23311 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System Operator 23370 - General Maintenance Worker 23380 - Ground Support Equipment Mechanic 23381 - Ground Support Equipment Servicer 23382 - Ground Support Equipment Worker 23391 - Gunsmith I	37.
23183 - Electronics Technician Maintenance III 23260 - Fabric Worker 23290 - Fire Alarm System Mechanic 23310 - Fire Extinguisher Repairer 23311 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System Operator 23370 - General Maintenance Worker 23380 - Ground Support Equipment Mechanic 23381 - Ground Support Equipment Servicer 23382 - Ground Support Equipment Worker 23391 - Gunsmith I	30.
23260 - Fabric Worker 23290 - Fire Alarm System Mechanic 23310 - Fire Extinguisher Repairer 23311 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System Operator 23370 - General Maintenance Worker 23380 - Ground Support Equipment Mechanic 23381 - Ground Support Equipment Servicer 23382 - Ground Support Equipment Worker 23391 - Gunsmith I	32.
23290 - Fire Alarm System Mechanic 23310 - Fire Extinguisher Repairer 23311 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System Operator 23370 - General Maintenance Worker 23380 - Ground Support Equipment Mechanic 23381 - Ground Support Equipment Servicer 23382 - Ground Support Equipment Worker 23391 - Gunsmith I	34.
23310 - Fire Extinguisher Repairer 23311 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System Operator 23370 - General Maintenance Worker 23380 - Ground Support Equipment Mechanic 23381 - Ground Support Equipment Servicer 23382 - Ground Support Equipment Worker 23391 - Gunsmith I	24.
23311 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System Operator 23370 - General Maintenance Worker 23380 - Ground Support Equipment Mechanic 23381 - Ground Support Equipment Servicer 23382 - Ground Support Equipment Worker 23391 - Gunsmith I	26. 23.
23312 - Fuel Distribution System Operator 23370 - General Maintenance Worker 23380 - Ground Support Equipment Mechanic 23381 - Ground Support Equipment Servicer 23382 - Ground Support Equipment Worker 23391 - Gunsmith I	30.
23370 - General Maintenance Worker 23380 - Ground Support Equipment Mechanic 23381 - Ground Support Equipment Servicer 23382 - Ground Support Equipment Worker 23391 - Gunsmith I	23.
23380 - Ground Support Equipment Mechanic 23381 - Ground Support Equipment Servicer 23382 - Ground Support Equipment Worker 23391 - Gunsmith I	22.
23381 - Ground Support Equipment Servicer 23382 - Ground Support Equipment Worker 23391 - Gunsmith I	29.
23382 - Ground Support Equipment Worker 23391 - Gunsmith I	24.
23391 - Gunsmith I	26.
	23.
	26.
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	Page
23393 - Gunsmith III	2
23410 - Heating, Ventilation And Air-Conditioning	2
Mechanic	
23411 - Heating, Ventilation And Air Contditioning	2
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	3
23440 - Heavy Equipment Operator 23460 - Instrument Mechanic	3
23465 - Laboratory/Shelter Mechanic	2
23470 - Laborer	1
23510 - Locksmith	2
23530 - Machinery Maintenance Mechanic	2
23550 - Machinist, Maintenance	2
23580 - Maintenance Trades Helper	1
23591 - Metrology Technician I	3
23592 - Metrology Technician II	3
23593 - Metrology Technician III 23640 - Millwright	3
23710 - Office Appliance Repairer	2
23760 - Painter, Maintenance	2
23790 - Pipefitter, Maintenance	3
23810 - Plumber, Maintenance	3
23820 - Pneudraulic Systems Mechanic	2
23850 - Rigger	2
23870 - Scale Mechanic	2
23890 - Sheet-Metal Worker, Maintenance	3
23910 - Small Engine Mechanic 23931 - Telecommunications Mechanic I	2
23931 - Telecommunications Mechanic I 23932 - Telecommunications Mechanic II	2
23950 - Telephone Lineman	2
23960 - Welder, Combination, Maintenance	2
23965 - Well Driller	2
23970 - Woodcraft Worker	2
23980 - Woodworker	2
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	1
24580 - Child Care Center Clerk	1
24610 - Chore Aide 24620 - Family Readiness And Support Services	1 1
Coordinator	1
24630 - Homemaker	1
25000 - Plant And System Operations Occupations	-
25010 - Boiler Tender	3
25040 - Sewage Plant Operator	3
25070 - Stationary Engineer	3
25190 - Ventilation Equipment Tender	2
25210 - Water Treatment Plant Operator	3
27000 - Protective Service Occupations 27004 - Alarm Monitor	2
27004 - Alarm Monitor 27007 - Baggage Inspector	1
27008 - Corrections Officer	3
27010 - Court Security Officer	3
27030 - Detection Dog Handler	2
27040 - Detention Officer	3
27070 - Firefighter	3
27101 - Guard I	1
27102 - Guard II	2
27131 - Police Officer I	4
27132 - Police Officer II	4
28000 - Recreation Occupations 28041 - Carnival Equipment Operator	1
28042 - Carnival Equipment Repairer	1
	-

28043 - Carnival Equpment Worker 28210 - Gate Attendant/Gate Tender 28310 - Lifeguard 28350 - Park Attendant (Aide) 28510 - Recreation Aide/Health Facility Attendant 28515 - Recreation Specialist 28630 - Sports Official 28690 - Swimming Pool Operator 9000 - Stevedoring/Longshoremen Occupational Services 29010 - Blocker And Bracer 29020 - Hatch Tender 29030 - Line Handler 29041 - Stevedore I 29042 - Stevedore II 0000 - Technical Occupations 30010 - Air Traffic Control Specialist, Center (HFO) 30011 - Air Traffic Control Specialist, Terminal (HFO) 30012 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III	(see 2)	
28310 - Lifeguard 28350 - Park Attendant (Aide) 28510 - Recreation Aide/Health Facility Attendant 28515 - Recreation Specialist 28630 - Sports Official 28690 - Swimming Pool Operator 9000 - Stevedoring/Longshoremen Occupational Services 29010 - Blocker And Bracer 29020 - Hatch Tender 29030 - Line Handler 29041 - Stevedore I 29042 - Stevedore II 0000 - Technical Occupations 30010 - Air Traffic Control Specialist, Center (HFO) 30011 - Air Traffic Control Specialist, Station (HFO) 30012 - Archeological Technician I 30022 - Archeological Technician II	(see 2)	
28350 - Park Attendant (Aide) 28510 - Recreation Aide/Health Facility Attendant 28515 - Recreation Specialist 28630 - Sports Official 28690 - Swimming Pool Operator 9000 - Stevedoring/Longshoremen Occupational Services 29010 - Blocker And Bracer 29020 - Hatch Tender 29030 - Line Handler 29041 - Stevedore I 29042 - Stevedore II 0000 - Technical Occupations 30010 - Air Traffic Control Specialist, Center (HFO) 30011 - Air Traffic Control Specialist, Terminal (HFO) 30012 - Archeological Technician I 30022 - Archeological Technician II	(see 2)	
28510 - Recreation Aide/Health Facility Attendant 28515 - Recreation Specialist 28630 - Sports Official 28690 - Swimming Pool Operator 9000 - Stevedoring/Longshoremen Occupational Services 29010 - Blocker And Bracer 29020 - Hatch Tender 29030 - Line Handler 29041 - Stevedore I 29042 - Stevedore II 0000 - Technical Occupations 30010 - Air Traffic Control Specialist, Center (HFO) 30011 - Air Traffic Control Specialist, Station (HFO) 30012 - Air Traffic Control Specialist, Terminal (HFO) 30021 - Archeological Technician I 30022 - Archeological Technician II	(see 2)	
28515 - Recreation Specialist 28630 - Sports Official 28690 - Swimming Pool Operator 9000 - Stevedoring/Longshoremen Occupational Services 29010 - Blocker And Bracer 29020 - Hatch Tender 29030 - Line Handler 29041 - Stevedore I 29042 - Stevedore II 0000 - Technical Occupations 30010 - Air Traffic Control Specialist, Center (HFO) 30011 - Air Traffic Control Specialist, Station (HFO) 30012 - Air Traffic Control Specialist, Terminal (HFO) 30021 - Archeological Technician I 30022 - Archeological Technician II	(see 2)	
28630 - Sports Official 28690 - Swimming Pool Operator 9000 - Stevedoring/Longshoremen Occupational Services 29010 - Blocker And Bracer 29020 - Hatch Tender 29030 - Line Handler 29041 - Stevedore I 29042 - Stevedore II 0000 - Technical Occupations 30010 - Air Traffic Control Specialist, Center (HFO) 30011 - Air Traffic Control Specialist, Station (HFO) 30012 - Air Traffic Control Specialist, Terminal (HFO) 30021 - Archeological Technician I 30022 - Archeological Technician II	(see 2)	
28690 - Swimming Pool Operator 9000 - Stevedoring/Longshoremen Occupational Services 29010 - Blocker And Bracer 29020 - Hatch Tender 29030 - Line Handler 29041 - Stevedore I 29042 - Stevedore II 0000 - Technical Occupations 30010 - Air Traffic Control Specialist, Center (HFO) 30011 - Air Traffic Control Specialist, Station (HFO) 30012 - Air Traffic Control Specialist, Terminal (HFO) 30021 - Archeological Technician I 30022 - Archeological Technician II	(see 2)	
9000 - Stevedoring/Longshoremen Occupational Services 29010 - Blocker And Bracer 29020 - Hatch Tender 29030 - Line Handler 29041 - Stevedore I 29042 - Stevedore II 0000 - Technical Occupations 30010 - Air Traffic Control Specialist, Center (HFO) 30011 - Air Traffic Control Specialist, Station (HFO) 30012 - Air Traffic Control Specialist, Terminal (HFO) 30021 - Archeological Technician I 30022 - Archeological Technician II	(see 2)	
29010 - Blocker And Bracer 29020 - Hatch Tender 29030 - Line Handler 29041 - Stevedore I 29042 - Stevedore II 0000 - Technical Occupations 30010 - Air Traffic Control Specialist, Center (HFO) 30011 - Air Traffic Control Specialist, Station (HFO) 30012 - Air Traffic Control Specialist, Terminal (HFO) 30021 - Archeological Technician I 30022 - Archeological Technician II	(see 2)	
29020 - Hatch Tender 29030 - Line Handler 29041 - Stevedore I 29042 - Stevedore II 0000 - Technical Occupations 30010 - Air Traffic Control Specialist, Center (HFO) 30011 - Air Traffic Control Specialist, Station (HFO) 30012 - Air Traffic Control Specialist, Terminal (HFO) 30021 - Archeological Technician I 30022 - Archeological Technician II	(see 2)	
29030 - Line Handler 29041 - Stevedore I 29042 - Stevedore II 0000 - Technical Occupations 30010 - Air Traffic Control Specialist, Center (HFO) 30011 - Air Traffic Control Specialist, Station (HFO) 30012 - Air Traffic Control Specialist, Terminal (HFO) 30021 - Archeological Technician I 30022 - Archeological Technician II	(see 2)	
29042 - Stevedore II 0000 - Technical Occupations 30010 - Air Traffic Control Specialist, Center (HFO) 30011 - Air Traffic Control Specialist, Station (HFO) 30012 - Air Traffic Control Specialist, Terminal (HFO) 30021 - Archeological Technician I 30022 - Archeological Technician II	(see 2)	
0000 - Technical Occupations 30010 - Air Traffic Control Specialist, Center (HFO) 30011 - Air Traffic Control Specialist, Station (HFO) 30012 - Air Traffic Control Specialist, Terminal (HFO) 30021 - Archeological Technician I 30022 - Archeological Technician II	(see 2)	
30010 - Air Traffic Control Specialist, Center (HFO) 30011 - Air Traffic Control Specialist, Station (HFO) 30012 - Air Traffic Control Specialist, Terminal (HFO) 30021 - Archeological Technician I 30022 - Archeological Technician II	(see 2)	
30011 - Air Traffic Control Specialist, Station (HFO) 30012 - Air Traffic Control Specialist, Terminal (HFO) 30021 - Archeological Technician I 30022 - Archeological Technician II	(see 2)	
30012 - Air Traffic Control Specialist, Terminal (HFO) 30021 - Archeological Technician I 30022 - Archeological Technician II	(see 2) (see 2)	
30021 - Archeological Technician I 30022 - Archeological Technician II	(see 2)	
30022 - Archeological Technician II		
JUUZJ ALCHEOTOGICAT TECHNICIAN III		
30030 - Cartographic Technician		
30040 - Civil Engineering Technician		
30061 - Drafter/CAD Operator I		
30062 - Drafter/CAD Operator II		
30063 - Drafter/CAD Operator III		
30064 - Drafter/CAD Operator IV		
30081 - Engineering Technician I		
30082 - Engineering Technician II		
30083 - Engineering Technician III		
30084 - Engineering Technician IV 30085 - Engineering Technician V		
30086 - Engineering Technician VI		
30090 - Environmental Technician		
30210 - Laboratory Technician		
30240 - Mathematical Technician		
30361 - Paralegal/Legal Assistant I		
30362 - Paralegal/Legal Assistant II		
30363 - Paralegal/Legal Assistant III		
30364 - Paralegal/Legal Assistant IV		
30390 - Photo-Optics Technician		
30461 - Technical Writer I 30462 - Technical Writer II		
30463 - Technical Writer III		
30491 - Unexploded Ordnance (UXO) Technician I		
30492 - Unexploded Ordnance (UXO) Technician II		
30493 - Unexploded Ordnance (UXO) Technician III		
30494 - Unexploded (UXO) Safety Escort		
30495 - Unexploded (UXO) Sweep Personnel		
,	(see 2)	
Surface Programs		
30621 - Weather Observer, Senior	(see 2)	
1000 - Transportation/Mobile Equipment Operation Occupa 31020 - Bus Aide	tions	
31030 - Bus Driver		
31043 - Driver Courier		
31260 - Parking and Lot Attendant		
31290 - Shuttle Bus Driver		
31310 - Taxi Driver		
31361 - Truckdriver, Light		
31362 - Truckdriver, Medium		
31363 - Truckdriver, Heavy		
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31364	- Truckdriver, Tractor-Trailer	22.39
99000 -	Miscellaneous Occupations	
99030	- Cashier	13.32
99050	- Desk Clerk	13.67
99095	- Embalmer	25.13
99251	- Laboratory Animal Caretaker I	15.27
99252	- Laboratory Animal Caretaker II	16.53
99310	- Mortician	29.47
99410	- Pest Controller	18.30
99510	- Photofinishing Worker	17.70
99710	- Recycling Laborer	25.19
99711	- Recycling Specialist	28.66
99730	- Refuse Collector	22.65
99810	- Sales Clerk	15.51
99820	- School Crossing Guard	13.75
99830	- Survey Party Chief	40.68
99831	- Surveying Aide	23.51
99832	- Surveying Technician	27.74
99840	- Vending Machine Attendant	15.59
99841	- Vending Machine Repairer	18.24
99842	- Vending Machine Repairer Helper	15.59

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.71 per hour or \$148.40 per week or \$643.07 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 12 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the

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conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

- (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;
- (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;
- (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or
- (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).
- 2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made

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the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE $\{Standard\ Form\ 1444\ (SF\ 1444)\}$

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process

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the request.

- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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Monday, March 25, 2013 2:12 PM

WD 05-2067 (Rev.-13) was first posted on www.wdol.gov on 06/19/2012

THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION By direction of the Secretary of Labor | WAGE AND HOUR DIVISION WASHINGTON D.C. 20210

| Wage Determination No.: 2005-2067 Diane C. Koplewski Division of Revision No.: 13
Director Wage Determinations Date Of Revision: 06/13/2012

State: California

Area: California Counties of Calaveras, San Joaquin, Stanislaus, Tuolumne

Fringe Benefits Required Follow the Occupational Listing	
OCCUPATION CODE - TITLE FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	14.71
01012 - Accounting Clerk II	16.51
01013 - Accounting Clerk III	18.46
01020 - Administrative Assistant	20.68
01040 - Court Reporter	18.28
01051 - Data Entry Operator I	12.69
01052 - Data Entry Operator II	13.85
01060 - Dispatcher, Motor Vehicle	19.64
01070 - Document Preparation Clerk	14.56
01090 - Duplicating Machine Operator	14.56
01111 - General Clerk I	13.18
01112 - General Clerk II	14.38
01113 - General Clerk III	16.14
01120 - Housing Referral Assistant	20.39
01141 - Messenger Courier	12.28
01191 - Order Clerk I	13.75
01192 - Order Clerk II	14.95
01261 - Personnel Assistant (Employment) I	16.24
01262 - Personnel Assistant (Employment) II	18.17
01263 - Personnel Assistant (Employment) III	20.11
01270 - Production Control Clerk	19.89
01280 - Receptionist	12.45
01290 - Rental Clerk	12.58
01300 - Scheduler, Maintenance	16.34
01311 - Secretary I	16.34
01312 - Secretary II	18.28
01313 - Secretary III	20.39
01320 - Service Order Dispatcher	19.64
01410 - Supply Technician	22.65
01420 - Survey Worker	16.22
01531 - Travel Clerk I	13.06
01532 - Travel Clerk II	14.05
01533 - Travel Clerk III	15.10
01611 - Word Processor I	13.87
01612 - Word Processor II	15.56
01613 - Word Processor III	17.40
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.80
05010 - Automotive Electrician	19.64

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		Page 2 of
05040	- Automotive Glass Installer	20.6
05070	- Automotive Worker	19.0
	- Mobile Equipment Servicer	17.5
	- Motor Equipment Metal Mechanic	20.4
	- Motor Equipment Metal Worker	19.0
	- Motor Vehicle Mechanic	19.8
	- Motor Vehicle Mechanic Helper - Motor Vehicle Upholstery Worker	16.4 17.8
	- Motor Vehicle Wrecker	18.6
	- Painter, Automotive	19.2
	- Radiator Repair Specialist	18.0
	- Tire Repairer	14.
	- Transmission Repair Specialist	20.4
07000 -	Food Preparation And Service Occupations	
	- Baker	16.
	- Cook I	13.
	- Cook II	14.
	- Dishwasher - Food Service Worker	9. 10.
	- Meat Cutter	17.
	- Waiter/Waitress	9.
	Furniture Maintenance And Repair Occupations	٠.
	- Electrostatic Spray Painter	16.
09040	- Furniture Handler	12.
09080	- Furniture Refinisher	16.
	- Furniture Refinisher Helper	13.
	- Furniture Repairer, Minor	15.
	- Upholsterer	16.
	General Services And Support Occupations - Cleaner, Vehicles	10.
	- Elevator Operator	12.
	- Gardener	16.
	- Housekeeping Aide	12.
	- Janitor	12.
11210	- Laborer, Grounds Maintenance	13.
11240	- Maid or Houseman	10.
	- Pruner	12.
	- Tractor Operator	15.
	- Trail Maintenance Worker	13.
	- Window Cleaner Health Occupations	13.
	- Ambulance Driver	15.
	- Breath Alcohol Technician	16.
	- Certified Occupational Therapist Assistant	24.
	- Certified Physical Therapist Assistant	24.
	- Dental Assistant	15.
12025	- Dental Hygienist	39.
	- EKG Technician	27.
	- Electroneurodiagnostic Technologist	27.
	- Emergency Medical Technician	16.
	- Licensed Practical Nurse I	19.
	- Licensed Practical Nurse II - Licensed Practical Nurse III	21. 23.
	- Medical Assistant	13.
	- Medical Laboratory Technician	18.
	- Medical Record Clerk	16.
12190	- Medical Record Technician	19.
12195	- Medical Transcriptionist	16.
	- Nuclear Medicine Technologist	41.
12221	- Nursing Assistant I	10.
	- Nursing Assistant II	11.
12222	- Nursing Assistant III	12.

12224 - Nursing Assistant IV 12235 - Optical Dispenser 12236 - Optical Technician 12250 - Pharmacy Technician 12280 - Phlebotomist		
12236 - Optical Technician 12250 - Pharmacy Technician		
12250 - Pharmacy Technician		
12305 - Radiologic Technologist		
12311 - Registered Nurse I		
12312 - Registered Nurse II		
12313 - Registered Nurse II, Specialist		
12314 - Registered Nurse III		
12315 - Registered Nurse III, Anesthetist		
12316 - Registered Nurse IV		
12317 - Scheduler (Drug and Alcohol Testing)		
13000 - Information And Arts Occupations 13011 - Exhibits Specialist I		
13011 - Exhibits Specialist I		
13012 - Exhibits Specialist III		
13041 - Illustrator I		
13042 - Illustrator II		
13043 - Illustrator III		
13047 - Librarian		
13050 - Library Aide/Clerk		
13054 - Library Information Technology Systems		
Administrator		
13058 - Library Technician		
13061 - Media Specialist I		
13062 - Media Specialist II 13063 - Media Specialist III		
13071 - Photographer I		
13072 - Photographer II		
13073 - Photographer III		
13074 - Photographer IV		
13075 - Photographer V		
13110 - Video Teleconference Technician		
14000 - Information Technology Occupations		
14041 - Computer Operator I		
14042 - Computer Operator II		
14044 - Computer Operator III		
14044 - Computer Operator IV 14045 - Computer Operator V		
14071 - Computer Operator V	(see 1)	
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		
14160 - Personal Computer Support Technician		
15000 - Instructional Occupations	-Patad\	
15010 - Aircrew Training Devices Instructor (Non- 15020 - Aircrew Training Devices Instructor (Rate		
15020 - Aircrew Training Devices Instructor (Rate		
15050 - Computer Based Training Specialist / Inst		
15060 - Educational Technologist		
15070 - Flight Instructor (Pilot)		
15080 - Graphic Artist		
15090 - Technical Instructor		
15095 - Technical Instructor/Course Developer		
15110 - Test Proctor		
15120 - Tutor		
16000 - Laundry, Dry-Cleaning, Pressing And Related	d Occupations	

		Page
16010	- Assembler	
16030	- Counter Attendant	
	- Dry Cleaner	1
16070	- Finisher, Flatwork, Machine	
	- Presser, Hand	
	- Presser, Machine, Drycleaning	
	- Presser, Machine, Shirts	
	- Presser, Machine, Wearing Apparel, Laundry	
	- Sewing Machine Operator	1
	- Tailor	1
	- Washer, Machine	1
	Machine Tool Operation And Repair Occupations	,
	- Machine-Tool Operator (Tool Room) - Tool And Die Maker	2
		2
	Materials Handling And Packing Occupations - Forklift Operator	1
	- Material Coordinator	1
	- Material Coordinator - Material Expediter	1
	- Material Handling Laborer	1
	- Order Filler	1
	- Production Line Worker (Food Processing)	1
	- Shipping Packer	1
	- Shipping/Receiving Clerk	1
	- Store Worker I	1
	- Stock Clerk	1
	- Tools And Parts Attendant	1
21410	- Warehouse Specialist	1
	Mechanics And Maintenance And Repair Occupations	
	- Aerospace Structural Welder	2
23021	- Aircraft Mechanic I	2
23022	- Aircraft Mechanic II	2
23023	- Aircraft Mechanic III	2
23040	- Aircraft Mechanic Helper	1
23050	- Aircraft, Painter	2
23060	- Aircraft Servicer	1
	- Aircraft Worker	1
	- Appliance Mechanic	2
	- Bicycle Repairer	1
	- Cable Splicer	2
	- Carpenter, Maintenance	2
	- Carpet Layer	1
	- Electrician, Maintenance	2
	- Electronics Technician Maintenance I	2
	- Electronics Technician Maintenance II	2
	- Electronics Technician Maintenance III	2
	- Fabric Worker	1
	- Fire Alarm System Mechanic	2
	- Fire Extinguisher Repairer	1
	- Fuel Distribution System Mechanic - Fuel Distribution System Operator	2
	- Fuel Distribution System Operator - General Maintenance Worker]
	- Ground Support Equipment Mechanic	2
	- Ground Support Equipment Mechanic - Ground Support Equipment Servicer	1
	- Ground Support Equipment Worker	1
	- Gunsmith I	1
	- Gunsmith II	2
	- Gunsmith III	2
	- Heating, Ventilation And Air-Conditioning	2
Mecha		2
	- Heating, Ventilation And Air Contditioning	2
	nic (Research Facility)	2
	- Heavy Equipment Mechanic	2

23440 - Heavy Equipment Operator	30.5
23460 - Instrument Mechanic	25.0
23465 - Laboratory/Shelter Mechanic	21.9
23470 - Laborer	14.0
23510 - Locksmith	21.7
23530 - Machinery Maintenance Mechanic	24.8
23550 - Machinist, Maintenance	20.7
23580 - Maintenance Trades Helper	15.3
23591 - Metrology Technician I 23592 - Metrology Technician II	25.0 26.2
23592 - Metrology Technician II 23593 - Metrology Technician III	27.3
23640 - Millwright	23.3
23710 - Office Appliance Repairer	21.4
23760 - Painter, Maintenance	19.6
23790 - Pipefitter, Maintenance	23.2
23810 - Plumber, Maintenance	22.2
23820 - Pneudraulic Systems Mechanic	22.7
23850 - Rigger	22.7
23870 - Scale Mechanic	20.8
23890 - Sheet-Metal Worker, Maintenance	23.5
23910 - Small Engine Mechanic	20.6
23931 - Telecommunications Mechanic I	25.6
23932 - Telecommunications Mechanic II	26.8
23950 - Telephone Lineman	27.0
23960 - Welder, Combination, Maintenance 23965 - Well Driller	18.7 22.7
23970 - Well Diller 23970 - Woodcraft Worker	22.7
23980 - Woodworker	15.4
24000 - Personal Needs Occupations	201.
24570 - Child Care Attendant	12.5
24580 - Child Care Center Clerk	16.9
24610 - Chore Aide	9.7
24620 - Family Readiness And Support Services	17.6
Coordinator	
24630 - Homemaker	17.4
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.2
25040 - Sewage Plant Operator	27.0
25070 - Stationary Engineer 25190 - Ventilation Equipment Tender	27.2 20.7
25210 - Water Treatment Plant Operator	27.0
27000 - Protective Service Occupations	27.0
27004 - Alarm Monitor	21.7
27007 - Baggage Inspector	10.9
27008 - Corrections Officer	27.4
27010 - Court Security Officer	27.4
27030 - Detection Dog Handler	18.6
27040 - Detention Officer	27.4
27070 - Firefighter	24.7
27101 - Guard I	10.9
27102 - Guard II	18.6
27131 - Police Officer I	27.3
27132 - Police Officer II	30.3
28000 - Recreation Occupations	10.9
28041 - Carnival Equipment Operator 28042 - Carnival Equipment Repairer	11.4
28043 - Carnival Equpment Worker	9.4
28210 - Gate Attendant/Gate Tender	12.7
28310 - Lifequard	11.3
28350 - Park Attendant (Aide)	14.2
· · · · · · · · · · · · · · · · · · ·	10.5
28510 - Recreation Aide/Health Facility Attendant	
28510 - Recreation Aide/Health Facility Attendant 28515 - Recreation Specialist	17.3

		Page 6 of
28630 - Sports Official		11.3
28690 - Swimming Pool Operator		16.0
29000 - Stevedoring/Longshoremen Occupational Service	es.	
29010 - Blocker And Bracer 29020 - Hatch Tender		23.2
29030 - Line Handler		23.2
29041 - Stevedore I		21.9
29042 - Stevedore II		24.4
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO		35.
30011 - Air Traffic Control Specialist, Station (HF		24.
30012 - Air Traffic Control Specialist, Terminal (H 30021 - Archeological Technician I	IFO) (See 2)	27. 19.
30022 - Archeological Technician II		22.
30023 - Archeological Technician III		27.
30030 - Cartographic Technician		27.
30040 - Civil Engineering Technician		26.
30061 - Drafter/CAD Operator I		19.
30062 - Drafter/CAD Operator II		22.
30063 - Drafter/CAD Operator III		24.
30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I		30. 16.
30082 - Engineering Technician II		18.
30083 - Engineering Technician III		20.
30084 - Engineering Technician IV		25.
30085 - Engineering Technician V		30.
30086 - Engineering Technician VI		37.
30090 - Environmental Technician		22.
30210 - Laboratory Technician		24.
30240 - Mathematical Technician 30361 - Paralegal/Legal Assistant I		27. 20.
30362 - Paralegal/Legal Assistant II		25.
30363 - Paralegal/Legal Assistant III		31.
30364 - Paralegal/Legal Assistant IV		38.
30390 - Photo-Optics Technician		26.
30461 - Technical Writer I		25.
30462 - Technical Writer II		31.
30463 - Technical Writer III		37.
30491 - Unexploded Ordnance (UXO) Technician I 30492 - Unexploded Ordnance (UXO) Technician II		22. 27.
30493 - Unexploded Ordnance (UXO) Technician III		32.
30494 - Unexploded (UXO) Safety Escort		22.
30495 - Unexploded (UXO) Sweep Personnel		22.
30620 - Weather Observer, Combined Upper Air Or	(see 2)	23.
Surface Programs		
30621 - Weather Observer, Senior	(see 2)	26.
31000 - Transportation/Mobile Equipment Operation Occ 31020 - Bus Aide	upations	1.2
31030 - Bus Arde 31030 - Bus Driver		13. 16.
31043 - Driver Courier		15.
31260 - Parking and Lot Attendant		12.
31290 - Shuttle Bus Driver		16.
31310 - Taxi Driver		14.
31361 - Truckdriver, Light		16.
31362 - Truckdriver, Medium		16.
31363 - Truckdriver, Heavy		20.
31364 - Truckdriver, Tractor-Trailer		20.
99000 - Miscellaneous Occupations 99030 - Cashier		10.
99050 - Cashler 99050 - Desk Clerk		9.
		22.
99095 - Embalmer		11.
99095 - Embalmer 99251 - Laboratory Animal Caretaker I		11.

Page 7 of 10

99252 - Laboratory Animal Caretaker II	12.53
99310 - Mortician	25.80
99410 - Pest Controller	17.45
99510 - Photofinishing Worker	11.95
99710 - Recycling Laborer	21.82
99711 - Recycling Specialist	25.11
99730 - Refuse Collector	20.19
99810 - Sales Clerk	12.68
99820 - School Crossing Guard	12.55
99830 - Survey Party Chief	34.32
99831 - Surveying Aide	20.72
99832 - Surveying Technician	28.39
99840 - Vending Machine Attendant	10.98
99841 - Vending Machine Repairer	14.63
99842 - Vending Machine Repairer Helper	12.10

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.71 per hour or \$148.40 per week or \$643.07 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

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- 2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear"

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materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

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Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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Monday, March 25, 2013 2:13 PM

WD 05-2049 (Rev.-15) was first posted on www.wdol.gov on 06/19/2012

THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION By direction of the Secretary of Labor | WAGE AND HOUR DIVISION WASHINGTON D.C. 20210

| Wage Determination No.: 2005-2049 Diane C. Koplewski Division of Revision No.: 15
Director Wage Determinations Date Of Revision: 06/13/2012

State: California

Area: California Counties of Monterey, San Benito

Fringe Benefits Required Follow the Occupational Listing	
OCCUPATION CODE - TITLE FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations	14111
01011 - Accounting Clerk I	16.61
01012 - Accounting Clerk II	18.65
01013 - Accounting Clerk III	20.86
01020 - Administrative Assistant	23.99
01040 - Court Reporter	18.52
01051 - Data Entry Operator I	13.74
01052 - Data Entry Operator II	15.11
01060 - Dispatcher, Motor Vehicle	18.79
01070 - Document Preparation Clerk	15.42
01090 - Duplicating Machine Operator	14.11
01111 - General Clerk I	15.14
01112 - General Clerk II	16.12
01113 - General Clerk III	18.55
01120 - Housing Referral Assistant	21.01
01141 - Messenger Courier	15.78
01191 - Order Clerk I	13.72
01192 - Order Clerk II	15.01
01261 - Personnel Assistant (Employment) I	16.46
01262 - Personnel Assistant (Employment) II	19.76
01263 - Personnel Assistant (Employment) III	22.92
01270 - Production Control Clerk	22.92
01280 - Receptionist	15.93
01290 - Rental Clerk	16.25
01300 - Scheduler, Maintenance	19.25
01311 - Secretary I	19.25
01312 - Secretary II	21.45
01313 - Secretary III	23.96
01320 - Service Order Dispatcher	15.59
01410 - Supply Technician	23.99
01420 - Survey Worker	19.82
01531 - Travel Clerk I	13.53
01532 - Travel Clerk II	14.35
01533 - Travel Clerk III	15.40
01611 - Word Processor I	15.04
01612 - Word Processor II	16.90
01613 - Word Processor III	18.89
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.62
05010 - Automotive Electrician	19.76

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05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker 05190 - Motor Vehicle Mechanic 05220 - Motor Vehicle Mechanic Helper 05250 - Motor Vehicle Upholstery Worker 05280 - Motor Vehicle Wrecker 05310 - Painter, Automotive 05340 - Radiator Repair Specialist 05370 - Tire Repairer 05400 - Transmission Repair Specialist 07000 - Food Preparation And Service Occupations 07010 - Baker 07041 - Cook I 07042 - Cook II 07070 - Dishwasher 07130 - Food Service Worker 07210 - Meat Cutter 07260 - Waiter/Waitress	
05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker 05190 - Motor Vehicle Mechanic 05220 - Motor Vehicle Mechanic Helper 05250 - Motor Vehicle Upholstery Worker 05280 - Motor Vehicle Wrecker 05310 - Painter, Automotive 05340 - Radiator Repair Specialist 05370 - Tire Repairer 05400 - Transmission Repair Specialist 07000 - Food Preparation And Service Occupations 07010 - Baker 07041 - Cook I 07042 - Cook II 07070 - Dishwasher 07130 - Food Service Worker 07210 - Meat Cutter	
05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker 05190 - Motor Vehicle Mechanic 05220 - Motor Vehicle Mechanic Helper 05250 - Motor Vehicle Upholstery Worker 05280 - Motor Vehicle Wrecker 05310 - Painter, Automotive 05340 - Radiator Repair Specialist 05370 - Tire Repairer 05400 - Transmission Repair Specialist 07000 - Food Preparation And Service Occupations 07010 - Baker 07041 - Cook I 07042 - Cook II 07070 - Dishwasher 07130 - Food Service Worker 07210 - Meat Cutter	
05160 - Motor Equipment Metal Worker 05190 - Motor Vehicle Mechanic 05220 - Motor Vehicle Mechanic Helper 05250 - Motor Vehicle Upholstery Worker 05280 - Motor Vehicle Wrecker 05310 - Painter, Automotive 05340 - Radiator Repair Specialist 05370 - Tire Repairer 05400 - Transmission Repair Specialist 07000 - Food Preparation And Service Occupations 07010 - Baker 07041 - Cook I 07042 - Cook II 07070 - Dishwasher 07130 - Food Service Worker 07210 - Meat Cutter	
05190 - Motor Vehicle Mechanic 05220 - Motor Vehicle Mechanic Helper 05250 - Motor Vehicle Upholstery Worker 05280 - Motor Vehicle Wrecker 05310 - Painter, Automotive 05340 - Radiator Repair Specialist 05370 - Tire Repairer 05400 - Transmission Repair Specialist 07000 - Food Preparation And Service Occupations 07010 - Baker 07041 - Cook I 07042 - Cook II 07070 - Dishwasher 07130 - Food Service Worker 07210 - Meat Cutter	
05220 - Motor Vehicle Mechanic Helper 05250 - Motor Vehicle Upholstery Worker 05280 - Motor Vehicle Wrecker 05310 - Painter, Automotive 05340 - Radiator Repair Specialist 05370 - Tire Repairer 05400 - Transmission Repair Specialist 07000 - Food Preparation And Service Occupations 07010 - Baker 07041 - Cook I 07042 - Cook II 07070 - Dishwasher 07130 - Food Service Worker 07210 - Meat Cutter	
05250 - Motor Vehicle Upholstery Worker 05280 - Motor Vehicle Wrecker 05310 - Painter, Automotive 05340 - Radiator Repair Specialist 05370 - Tire Repairer 05400 - Transmission Repair Specialist 07000 - Food Preparation And Service Occupations 07010 - Baker 07041 - Cook I 07042 - Cook II 07070 - Dishwasher 07130 - Food Service Worker 07210 - Meat Cutter	
05280 - Motor Vehicle Wrecker 05310 - Painter, Automotive 05340 - Radiator Repair Specialist 05370 - Tire Repairer 05400 - Transmission Repair Specialist 07000 - Food Preparation And Service Occupations 07010 - Baker 07041 - Cook I 07042 - Cook II 07070 - Dishwasher 07130 - Food Service Worker 07210 - Meat Cutter	
05310 - Painter, Automotive 05340 - Radiator Repair Specialist 05370 - Tire Repairer 05400 - Transmission Repair Specialist 07000 - Food Preparation And Service Occupations 07010 - Baker 07041 - Cook I 07042 - Cook II 07070 - Dishwasher 07130 - Food Service Worker 07210 - Meat Cutter	
05340 - Radiator Repair Specialist 05370 - Tire Repairer 05400 - Transmission Repair Specialist 07000 - Food Preparation And Service Occupations 07010 - Baker 07041 - Cook I 07042 - Cook II 07070 - Dishwasher 07130 - Food Service Worker 07210 - Meat Cutter	
05400 - Transmission Repair Specialist 07000 - Food Preparation And Service Occupations 07010 - Baker 07041 - Cook I 07042 - Cook II 07070 - Dishwasher 07130 - Food Service Worker 07210 - Meat Cutter	
07000 - Food Preparation And Service Occupations 07010 - Baker 07041 - Cook I 07042 - Cook II 07070 - Dishwasher 07130 - Food Service Worker 07210 - Meat Cutter	
07010 - Baker 07041 - Cook I 07042 - Cook II 07070 - Dishwasher 07130 - Food Service Worker 07210 - Meat Cutter	
07041 - Cook I 07042 - Cook II 07070 - Dishwasher 07130 - Food Service Worker 07210 - Meat Cutter	
07042 - Cook II 07070 - Dishwasher 07130 - Food Service Worker 07210 - Meat Cutter	
07070 - Dishwasher 07130 - Food Service Worker 07210 - Meat Cutter	
07130 - Food Service Worker 07210 - Meat Cutter	
07210 - Meat Cutter	
07260 - Waitor/Waitross	
0/200 - Waltel/Waltless	
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	
09040 - Furniture Handler	
09080 - Furniture Refinisher	
09090 - Furniture Refinisher Helper 09110 - Furniture Repairer, Minor	
09130 - Purniture Repairer, Minor 09130 - Upholsterer	
1000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	
11060 - Elevator Operator	
11090 - Gardener	
11122 - Housekeeping Aide	
11150 - Janitor	
11210 - Laborer, Grounds Maintenance 11240 - Maid or Houseman	
11240 - Maid of Houseman 11260 - Pruner	
11270 - Tractor Operator	
11330 - Trail Maintenance Worker	
11360 - Window Cleaner	
12000 - Health Occupations	
12010 - Ambulance Driver	
12011 - Breath Alcohol Technician	
12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant	
12020 - Dental Assistant	
12025 - Dental Hygienist	
12030 - EKG Technician	
12035 - Electroneurodiagnostic Technologist	
12040 - Emergency Medical Technician	
12071 - Licensed Practical Nurse I	
12072 - Licensed Practical Nurse II	
12073 - Licensed Practical Nurse III 12100 - Medical Assistant	
12130 - Medical Laboratory Technician	
12160 - Medical Record Clerk	
12190 - Medical Record Technician	
12195 - Medical Transcriptionist	
12210 - Nuclear Medicine Technologist	
12221 - Nursing Assistant I	
12222 - Nursing Assistant II	
12223 - Nursing Assistant III	

		Page 4
16010	- Assembler	1
16030	- Counter Attendant	1
	- Dry Cleaner	1
	- Finisher, Flatwork, Machine	1
	- Presser, Hand	1
	- Presser, Machine, Drycleaning	1
	- Presser, Machine, Shirts	1
	- Presser, Machine, Wearing Apparel, Laundry - Sewing Machine Operator	1
	- Tailor	1
	- Washer, Machine	1
	Machine Tool Operation And Repair Occupations	-
	- Machine-Tool Operator (Tool Room)	2
	- Tool And Die Maker	2
21000 -	Materials Handling And Packing Occupations	
	- Forklift Operator	1
	- Material Coordinator	2
	- Material Expediter	2
	- Material Handling Laborer	1
	- Order Filler - Production Line Worker (Food Processing)	1
	- Shipping Packer	1
	- Shipping/Receiving Clerk	1
	- Store Worker I	1
	- Stock Clerk	1
21210	- Tools And Parts Attendant	1
	- Warehouse Specialist	1
	Mechanics And Maintenance And Repair Occupations	
	- Aerospace Structural Welder - Aircraft Mechanic I	2
	- Aircraft Mechanic II	2 2
	- Aircraft Mechanic III	2
	- Aircraft Mechanic Helper	1
	- Aircraft, Painter	2
23060	- Aircraft Servicer	1
23080	- Aircraft Worker	2
	- Appliance Mechanic	2
	- Bicycle Repairer	1
	- Cable Splicer	2
	- Carpenter, Maintenance - Carpet Layer	2 2
	- Electrician, Maintenance	2
	- Electronics Technician Maintenance I	2
	- Electronics Technician Maintenance II	2
	- Electronics Technician Maintenance III	2
23260	- Fabric Worker	2
23290	- Fire Alarm System Mechanic	2
	- Fire Extinguisher Repairer	1
	- Fuel Distribution System Mechanic	2
	- Fuel Distribution System Operator	2
	- General Maintenance Worker	1
	- Ground Support Equipment Mechanic - Ground Support Equipment Servicer	2
	- Ground Support Equipment Worker	2
	- Gunsmith I	1
	- Gunsmith II	2
23393	- Gunsmith III	2
	- Heating, Ventilation And Air-Conditioning	2
Mecha	nic	
	- Heating, Ventilation And Air Contditioning	2
	nic (Research Facility)	^
	- Heavy Equipment Mechanic	2

23440 - Heavy Equipment Operator 23460 - Instrument Mechanic 23465 - Laboratory/Shelter Mechanic 23470 - Laborer 23510 - Locksmith 23530 - Machinery Maintenance Mechanic 23550 - Machinist, Maintenance 23580 - Maintenance Trades Helper	27.9 23.2 22.2
23465 - Laboratory/Shelter Mechanic 23470 - Laborer 23510 - Locksmith 23530 - Machinery Maintenance Mechanic 23550 - Machinist, Maintenance	22.2
23470 - Laborer 23510 - Locksmith 23530 - Machinery Maintenance Mechanic 23550 - Machinist, Maintenance	
23510 - Locksmith 23530 - Machinery Maintenance Mechanic 23550 - Machinist, Maintenance	12 /
23530 - Machinery Maintenance Mechanic 23550 - Machinist, Maintenance	13.4
23550 - Machinist, Maintenance	22.0
	26.7
23E90 Maintanana Maadaa Halman	20.9
•	15.1
23591 - Metrology Technician I	23.3
23592 - Metrology Technician II	24.4
23593 - Metrology Technician III	25.4
23640 - Millwright	23.3
23710 - Office Appliance Repairer	22.0
23760 - Painter, Maintenance	22.
23790 - Pipefitter, Maintenance	23.
23810 - Plumber, Maintenance	24.
23820 - Pneudraulic Systems Mechanic	23.
23850 - Rigger	23.
23870 - Scale Mechanic	21.
23890 - Sheet-Metal Worker, Maintenance	28.
23910 - Small Engine Mechanic	20. 27.
23931 - Telecommunications Mechanic I 23932 - Telecommunications Mechanic II	28.
23950 - Telephone Lineman	23.
23960 - Welder, Combination, Maintenance	18.
23965 - Well Driller	23.
23970 - Well Biller 23970 - Woodcraft Worker	23.
23980 - Woodworker	18.
24000 - Personal Needs Occupations	10.
24570 - Child Care Attendant	10.
24580 - Child Care Center Clerk	16.
24610 - Chore Aide	11.
24620 - Family Readiness And Support Services	17.
Coordinator	
24630 - Homemaker	17.
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	28.
25040 - Sewage Plant Operator	27.
25070 - Stationary Engineer	28.
25190 - Ventilation Equipment Tender	21.
25210 - Water Treatment Plant Operator	27.
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.
27007 - Baggage Inspector	11.
27008 - Corrections Officer	30.
27010 - Court Security Officer	30.
27030 - Detection Dog Handler	13.
27040 - Detention Officer	33.
27070 - Firefighter	26.
27101 - Guard I	11.
27102 - Guard II	13.
27131 - Police Officer I	34.
27132 - Police Officer II	38.
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.
28042 - Carnival Equipment Repairer	13.
28043 - Carnival Equpment Worker	10.
28210 - Gate Attendant/Gate Tender	14.
28310 - Lifeguard	14.
28350 - Park Attendant (Aide)	16.
28510 - Recreation Aide/Health Facility Attendant	12.
28515 - Recreation Specialist	15.

		Page (
28630 - Sports Official		1
28690 - Swimming Pool Operator		1
29000 - Stevedoring/Longshoremen Occupational Services		_
29010 - Blocker And Bracer		2
29020 - Hatch Tender		2 2
29030 - Line Handler 29041 - Stevedore I		1
29042 - Stevedore II		2
30000 - Technical Occupations		2
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	4
30011 - Air Traffic Control Specialist, Station (HFO)		2
30012 - Air Traffic Control Specialist, Terminal (HFC) (see 2)	3
30021 - Archeological Technician I		1
30022 - Archeological Technician II		2
30023 - Archeological Technician III		2
30030 - Cartographic Technician 30040 - Civil Engineering Technician		2
30061 - Drafter/CAD Operator I		2
30062 - Drafter/CAD Operator II		2
30063 - Drafter/CAD Operator III		2
30064 - Drafter/CAD Operator IV		3
30081 - Engineering Technician I		1
30082 - Engineering Technician II		1
30083 - Engineering Technician III		2
30084 - Engineering Technician IV		3
30085 - Engineering Technician V 30086 - Engineering Technician VI		3
30090 - Engineering Technician VI		2
30210 - Laboratory Technician		2
30240 - Mathematical Technician		2
30361 - Paralegal/Legal Assistant I		2
30362 - Paralegal/Legal Assistant II		2
30363 - Paralegal/Legal Assistant III		3
30364 - Paralegal/Legal Assistant IV		3
30390 - Photo-Optics Technician		2
30461 - Technical Writer I 30462 - Technical Writer II		2
30463 - Technical Writer III		3
30491 - Unexploded Ordnance (UXO) Technician I		2
30492 - Unexploded Ordnance (UXO) Technician II		3
30493 - Unexploded Ordnance (UXO) Technician III		3
30494 - Unexploded (UXO) Safety Escort		2
30495 - Unexploded (UXO) Sweep Personnel		2
	(see 2)	2
Surface Programs	(
30621 - Weather Observer, Senior 31000 - Transportation/Mobile Equipment Operation Occup	(see 2)	2
31020 - Bus Aide	Dacions	1
31030 - Bus Driver		1
31043 - Driver Courier		1
31260 - Parking and Lot Attendant		1
31290 - Shuttle Bus Driver		1
31310 - Taxi Driver		1
31361 - Truckdriver, Light		1
31362 - Truckdriver, Medium		1
31363 - Truckdriver, Heavy		1
31364 - Truckdriver, Tractor-Trailer 99000 - Miscellaneous Occupations		1
99030 - Cashier		1
99050 - Cashlel 99050 - Desk Clerk		1
99095 - Embalmer		2
99251 - Laboratory Animal Caretaker I		1
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Page 7 of 10

99252 - Laboratory Animal Caretaker II	16.83
99310 - Mortician	25.27
99410 - Pest Controller	16.75
99510 - Photofinishing Worker	13.88
99710 - Recycling Laborer	11.45
99711 - Recycling Specialist	20.57
99730 - Refuse Collector	16.80
99810 - Sales Clerk	12.72
99820 - School Crossing Guard	12.54
99830 - Survey Party Chief	26.68
99831 - Surveying Aide	13.98
99832 - Surveying Technician	19.14
99840 - Vending Machine Attendant	19.30
99841 - Vending Machine Repairer	22.83
99842 - Vending Machine Repairer Helper	19.30

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.71 per hour or \$148.40 per week or \$643.07 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

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who satisfy the compensation requirements and whose primary duty consists of:

- (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;
- (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;
- (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or
- (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).
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A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear"

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materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

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Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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